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Akron Board of Education and Akron Education Association (1988)

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Akron Board of Education and Akron Education Association (1988)

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MASTER AGREEMENT

between the

**AKRON
BOARD OF EDUCATION**

and the

**AKRON
EDUCATION ASSOCIATION
INCORPORATED**

Effective July 1, 1988



12/91

AKRON EDUCATION ASSOCIATION OFFICERS

William Sieferth, President

Neil Quirk, 1st Vice President

John Gondorchin, 2nd Vice President, Secondary

Theresa Thompson, 2nd Vice President, Elementary

Janna Bruner, Secretary-Treasurer



BOARD MEMBERS AKRON BOARD OF EDUCATION

***Rev. Byron W. Arledge, D.Min.**

379-2967 (a.m.); 376-3344 (p.m.)

***Mrs. Helen Arnold**

376-7836

***Mrs. Elizabeth Dalton**

836-4369

****Rev. Ronald Fowler**

733-6580

****Mrs. Vera Cogan O'Neill**

867-7666

****Sam Salem**

796-3238

***Dr. John Watt**

375-6896

**Term expires December 31, 1989*

***Term expires December 31, 1991*

From the President



William E. Sieferth
AEA President

This document is the tenth formal Agreement between the Akron Education Association and the Akron Board of Education dating from 1968, when Akron was the first district in the state to negotiate a comprehensive collective bargaining agreement.

Ratification of the Agreement came only after a round of negotiations unprecedented in its duration and culminating in the first teacher strike in the history of the district.

The security, resources and compensation provided to members through this Agreement was possible only because of the general membership's support of the Association and its bargaining team. Please familiarize yourself with your rights and obligations under this Agreement. You should not tolerate attempts by anyone to deprive you of that which has been bargained in Good Faith. Your right to grieve any condition of employment is protected by this Agreement and state law. Any violations of the contract left unchallenged are harmful not just to you, but to the entire organization.

Three years from now, conditions in our schools will have changed and new problems will have arisen. These issues will surely become part of the next round of contract negotiations. A unified organization will enable us to continue effectively addressing the challenges teachers face in the classroom.

William E. Sieferth, President
Akron Education Association

From The Superintendent



Conrad C. Ott
Superintendent

This document is the tenth formal *Agreement* between the Akron Board of Education and the Akron Education Association. As a comprehensive, mature document, it contains mutual understandings concerning salaries, fringe benefits, and conditions of employment for professional staff. These conditions have evolved over the two decades of negotiations.

The contract is a dynamic one. As in previous *Agreements*, it specifies processes for clarifying and implementing the understandings that it contains. Moreover, if the Association and the Board follow the channels of communication contained herein, teachers and other members of the educational staff will be able to resolve mutual problems and achieve compatible objectives.

The chief objective for both parties—of course—is to provide the best educational programs for the students attending the Akron Public Schools. These contractual understandings will underwrite our joint efforts.

Furthermore, this document represents a commitment to the community. It will provide for a period of stable management-employee relations over the next several years.

With good faith on behalf of both parties, there will be a continued effort to reach a level of excellence in education while maintaining a sound financial base from which to operate.

Conrad C. Ott
Superintendent of Schools

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**AKRON BOARD OF EDUCATION
AKRON EDUCATION ASSOCIATION INCORPORATED
PROFESSIONAL NEGOTIATIONS AGREEMENT
CONTRACT**

ARTICLE I — PREAMBLE

The Board of Education of the Akron City School District (hereinafter referred to specifically as the Board, and collectively with the Superintendent and his staff as the employer) is charged with the responsibility of providing the most effective public education possible for the students of this school district.

1.01 Board Responsibility

It is cognizant of Ohio law which specifies that the Board has the responsibility and the final authority to make policy decisions and to administer its schools, exercising in the process the best possible management of these responsibilities as entrusted to it by the school community, including the most astute use of that same community's school funds.

1.02 Superintendent

The Superintendent and his staff (hereinafter referred to as the Superintendent) are responsible for implementing the policies established.

1.03 Professional Staff

The professional staff has the responsibility of carrying out the best possible program of education under the policies of the Board in order to provide a quality education for all pupils.

1.04 Mutual Understanding

The Board, the Superintendent, and the AEA can best carry out their respective responsibilities in an atmosphere of understanding and mutual respect.

The Superintendent and President of the AEA shall meet in private at least once quarterly at the request of either individual to discuss matters of educational policy and development as well as matters relating to the implementation of these policies.

1.05 Established Procedures

It is recognized that the best interests of public education will be served by procedures established to provide an orderly method for the Board, the Superintendent and representatives of the AEA, to discuss such matters as are specified herein, and to formalize agreements reached in these matters.

1.06 Stature of Contract

If any portion of this Agreement be in violation of any applicable laws, then that portion in disagreement shall be considered null and void, without however, impairing any other portion of this Agreement.

1.07 Agreement To Be Part of Board Policy

This Agreement is part of the policies of the Board and shall be administered without regard to race, age, religion, color, national origin, sex, marital status or handicap. Violation of any portion of this Agreement by any employee shall be grounds for disciplinary action to such form and manner as the Board may deem proper.

1.08 No Reprisal

No member of the bargaining unit shall be adversely treated, restrained, interfered with or coerced as a result of filing a grievance under this Agreement.

1.09 No Retaliation

Neither the Board nor the AEA shall engage in, condone, encourage, or permit retaliation against any person due to that person's participation or refusal to participate in strike-related activities. The Superintendent and the President shall take affirmative action to discourage and eliminate any and all retaliatory conduct which is brought to their attention.

In addition, neither party shall institute or pursue any claims, grievances, or unfair labor practice charges against the other based upon strike-related activities.

ARTICLE II — RECOGNITION

2.01 Job Code Numbers

The Board hereby recognizes the AEA as the sole and exclusive representative for all persons in the following job codes:

006	Teacher, TS 380	538	Teacher, Adult Vocational Services, Substitute
007	Teacher, TS 401	539	Teacher, Infants/Toddlers, Adult Voc. Services
008	Teacher, TS 402	550	Teacher, Adult Vocational Services
009	Teacher, TS 414	553	Placement Specialist, Adult Vocational Services
010	Teacher, TS 422	574	Nurse Instructor, Akron School of Prac. Nursing
011	Teacher, TS 423	576	Teacher, School of Prac. Nursing, TS 380
012	Teacher, TS 442	577	Teacher, School of Prac. Nursing, TS 442
014	Teacher, TS 462	578	Teacher, School of Prac. Nursing/Clinical Inst.
016	Teacher, TS 482	579	Sub. Teacher, School of Practical Nursing
024	Speech Therapist	600	Teacher, Kindergarten Early Admission Program
033	Librarian	606	Teacher, Summer Elem. Education Center
039	Teacher, Individual Services	608	Substitute Teacher, Summer Elem. Ed. Center
042	Teacher, Substitute	626	Teacher, Summer Secondary School
043	Teacher, Long Term Substitute	628	Substitute Teacher, Summer Secondary School
045	Home-School Consultant	648	Teacher, Summer Music Program
048	Supervising Teacher in Drivers Education only	652	Substitute Teacher, Summer Music Program
054	Counselor	676	Teacher, Summer ECIA
055	Counselor, TS 522	678	Substitute Teacher, Summer ECIA
059	Substitute Psychologist	686	Teacher-In-Charge, Summer ECIA
060	Psychologist, Intern	692	Counselor, Summer ECIA
061	Psychologist, TS 380	700	Teacher-In-Charge, Summer DPPF
062	Psychologist, TS 412	701	Teacher, Summer DPPF
063	Psychologist, TS 442	702	Substitute Teacher, Summer DPPF
065	Psychologist, TS 411	703	Counselor, Summer DPPF
125	Occupational Therapist	714	Teacher, Summer Ext. Ed. Program
129	Physiotherapist	715	Counselor, Summer Ext. Ed. Program
416	School Psychologist (Daily)	750	Teacher, Adult Basic Education
424	Instructor, Jr. ROTC, TS 422	752	Teacher, Adult Basic Education, Part-Time
428	Commanding Officer, Jr. ROTC, TS 422	764	Teacher, Pre-Kindergarten
430	Coordinator, Career Education	766	Substitute Teacher, Pre-Kindergarten
431	Career Job Placement Specialist	771	Head Start Speech Pathologist
441	Parent Involvement Consultant, ECIA	772	Psychologist, Pre-Kindergarten
452	Language Arts Inst. Assist., Degreed/Certified	972	Teacher, Non-Public Schools, Aux. Services
453	Teacher, Special Projects	973	Teacher, Non-Public Schools, Aux. Services, Part-Time
454	Elementary Inst. Asst., Degreed/Certified	974	Home Visitor, Non-Public Schools, Aux. Services
455	Nurse, Special Projects	976	Counselor, Non-Public Schools, Aux. Services
476	Teacher, Extended Day Program	978	Psychologist, Non-Public Schools, Aux. Services
477	Substitute Teacher, Extended Day Program	982	Teacher, Non-Public Schools, ECIA
478	Home Visitor, Extended Day Program		
479	Counselor, Extended Day Program		
500	Teacher, Adult Education Center		
502	Substitute Teacher, Adult Education Center		
504	Teacher-In-Charge, Adult Education Center		
514	Teacher, Community School		
516	Substitute Teacher, Community School		
524	Teacher, Evening High School		
526	Substitute Teacher, Evening High School		
535	Teacher, Adult Vocational Services, Part-Time		

2.02 Changes in Job Code Numbers

The job code numbers above are based on the present organizational chart. Recognition of the individuals in the categories shall not be affected by future changes in job code numeration.

2.03 Recognition

Recognition of the AEA by the Board shall be for the purpose of formulating agreements concerning salaries, fringe benefits, working conditions and all other items which are mutually agreed upon.

ARTICLE III — PERSONNEL POLICIES

3.01 Definitions

A. Professional Staff

The "professional staff" includes teachers, supervising teachers, program specialists, curriculum specialists, resource teachers, coordinators, psychologists, counselors, assistant principals, unit principals, principals, directors, executive directors, assistants to the Superintendent, assistant superintendents, the Superintendent and any other personnel required to be certificated by the State Department of Education.

B. Employees

An "employee" is any person holding a position in the Akron Public Schools, subject to appointment, removal, promotion or reduction by the Board of Education or by the Superintendent of Schools or by his representative or by the Civil Service Commission. This term may include members of the professional staff, the Treasurer, persons in coordinate, architectural and engineering services; persons in part-time teaching positions; members of the clerical and secretarial staffs; members of the maintenance and operations staffs; members of the food services staff; and members of the educational assistants staff.

C. Member

"Member" means all certificated persons employed by the Board for which the AEA is the recognized representative as defined in Article II, Section 2.01 of this Agreement.

D. Work Days

Work days are those days established by the school calendar adopted by the Board pursuant to Section 3.06 on which employees are to be in attendance.

E. Immediate Family: Death

For Death, the "immediate family" includes father, mother, sister, brother, husband, wife, child, father-in-law, mother-in-law, daughter-in-law, son-in-law, stepson, stepdaughter, stepfather, stepmother, stepbrother, stepsister, any individual directly responsible for the rearing of the member or any dependent person in the immediate household.

For Death, "other relative" includes a grandparent, uncle, aunt, cousin, niece, nephew, and in-laws other than those described in the preceding paragraph.

F. Immediate Family: Personal Illness

For personal illness, the "immediate family" includes husband, wife, a dependent son, a dependent daughter, any dependent person residing in the immediate household; or a father, mother, sister or brother, son or daughter who is seriously ill.

G. Treasurer

The "Treasurer" shall mean the Treasurer of the Board.

H. President

The "President" shall mean the President of the AEA.

I. Assistant Superintendent

The "Assistant Superintendent" shall mean the Assistant Superintendent, Personnel Services, unless otherwise specified.

J. Seniority

1. "Seniority" shall mean a numerical ranking based upon the total length of continuous service with the Board. In the event that two members have the same number of years of continuous service, the member with the earlier date of hire shall have the greater seniority.
2. "Classification seniority" applies only to counselors and shall be the total length of continuous service in that classification with the Board.

K. Curriculum

"Curriculum" shall be considered the planned program of instruction and co-curricular activities authorized by the Board.

L. Personal Business

"Personal Business" is an obligation or emergency over which the member has no control and which requires immediate attention.

M. Full Time

"Full time" means any certificated member contracted under time schedule 380 (or more) who works five (5) hours or more per day, five (5) days per week.

N. Co-Curricular Activities

"Co-curricular activities" shall be those activities for which the Board issues a supplemental contract.

O. Middle School

Whenever there is reference to secondary school or a secondary school member in this Agreement, it shall include middle schools and middle school members.

P. Preparation

A preparation is any class designated by an individual course code assigned by the Office of Secondary Education and offered for credit. "Independent Study" shall not be considered a preparation.

Q. Master Equivalency

Master Degree Equivalency on the salary schedule shall mean completion of 30 graduate semester hours or 45 graduate quarter hours of credit after the completion of the Bachelor degree.

3.02 Annual Time Schedule

The "time schedule" covering the school year, the number of days within the school year, and the calendar for the school year are established annually by the Board.

Members shall be paid their daily rate of pay for each day that they are required to work during the summer in excess of their time schedule.

3.03 Daily Rate of Pay

The "daily rate of pay" of members is determined by dividing the total annual salary for the school year by the total number of days for the employment classification (job code).

3.04 Work Day

A. Lunch Period

Members shall have an uninterrupted, duty-free lunch period of at least thirty (30) minutes during each school day.

B. Elementary — Secondary — Counselors

The work day for elementary school teachers shall not exceed 435 minutes.

The work day for secondary school teachers shall not exceed 450 minutes.

The work day for counselors shall not exceed 480 minutes.

C. Continuity of Instruction

The Superintendent shall attempt to arrange the work schedule of custodians and maintenance personnel to avoid the interruption of instruction.

In the case of construction work scheduled during the school day, the Superintendent shall attempt to arrange such construction work to be done in a manner so as to avoid undue interruption of instruction, but not so as to impose undue costs.

3.05 Member Work Load

Service related to or sponsored by the Employer, other than the days established in the school calendar or in addition to the minutes per day established by this Agreement, shall be voluntary and not a part of the member's work load. Such service shall require that compensatory time or compensation at the established rate be granted to the member.

Members shall not be required to supervise or be responsible for supervision of non-instructional programs which the Board may add to the school day without prior consultation between the Superintendent and the AEA.

Members who are assigned to a full-time instructional load (thirty [30] periods per week) in two (2) or more buildings will receive consideration for duty responsibilities based upon the ratio of time spent in their assigned buildings.

Members assigned to an elementary school (p.m.) and secondary school (a.m.) shall report to school twenty (20) minutes prior to their first instructional period, and the member shall not be assigned a homeroom or duty. In no case shall such member's work day exceed 450 minutes.

The Board shall, whenever possible, initiate and/or continue state, national, or locally funded programs to provide educational assistants for the performance of non-teaching administrative, clerical and/or supervisory tasks.

Whenever possible members shall not be required to perform record keeping or other clerical duties pertaining to the lunch program. This shall include the collection and accounting of lunch monies and/or tickets.

Members shall not be required to perform custodial duties.

Member work loads shall be within the limits established by the State Department of Education. In addition:

- A. Attendance in study halls shall not exceed one hundred (100) pupils per supervisor.
- B. Secondary teachers in English, social studies, science and mathematics shall be assigned not more than six (6) classes per day with an optimum of two (2) preparations and a maximum of three (3) preparations.
- C. Members shall not be required to remain in the classroom when a teacher certificated to teach in a special area such as music, art, industrial arts, physical education, home economics, and/or foreign language is in charge. Substitutes shall be provided in the absence of any certificated teacher in any subject area unless the substitute list is exhausted.
- D. The daily work load for a secondary teacher in the Akron Public Schools is six (6) regular class periods, one (1) period of special duty (study hall), one (1) conference period, and a homeroom assignment.
- E. Class size shall be within the limits established by the North Central Association, and as funds become available, the Superintendent shall reduce class sizes.
- F. The maximum size for all special education classes shall conform to federal and state regulations and/or specifications. When no specifications have been formulated, the maximum enrollment for special education classes shall not exceed twenty (20) pupils.
- G. In library periods where the average daily attendance exceeds fifty (50), an additional staff member or an educational assistant will be on duty.
- H. Each secondary teacher shall, in addition to his lunch period, have not less than five (5) planning periods per week.
- I. Any member in grades 1-6 shall be provided with at least 180 unassigned minutes per week break in pupil contact time. Members shall have the time provided within the school day, with blocks of time of not less than 15 minutes each. In addition, each member shall have a 30-minute duty-free lunch.
- J. Members who are assigned to more than one (1) building each day shall not be assigned a homeroom or duty.
- K. Special education units—housed at the elementary level—shall receive the same allotment of time for art, music and physical education as is provided each section of students in grades K-6.

Special education students—in grades Kindergarten through six—shall be provided art, music and physical education taught by a special subject teacher. The instructional time may be provided to the entire class during the same time period or qualified special education students may be mainstreamed, whichever is the least restrictive alternative. No special subject teacher (art, music, physical education) shall be required to instruct, at one time, more than three (3) mainstreamed special education students who are not ordinarily instructed with the regular class.

- L. Members shall not be required to perform evening surveillance duty.
- M. Members shall not be assigned restroom supervision as a regular duty period.

3.06 School Calendar

The Board shall adopt its school calendar two years in advance. The calendar shall

designate 1) work days with students; 2) work days without students; 3) paid holidays; 4) non-paid holidays; and 5) Parent-Teacher Conference days.

The School Calendar Committee represents all bargaining units recognized by the Board. The School Calendar Committee shall be composed of one (1) representative for each 500 persons or fraction thereof represented by AEA; International Brotherhood of Firemen and Oilers, Local 100 (Maintenance, Buildings, Grounds, Warehouse and Transportation Employees); OAPSE Local 117; OAPSE Local 689; and International Brotherhood of Firemen and Oilers, Local 100 (Food Services Employees).

Two (2) choices for the distribution of School Calendar days to be negotiated annually by the School Calendar Committee and the Superintendent shall be placed on a referendum ballot.

The School Calendar adopted by the Board shall be determined by a referendum of all personnel who shall vote on the two (2) choices negotiated by the School Calendar Committee (the composition of which has been defined heretofore) and the Superintendent. The complete results of this balloting shall be posted in each building.

3.07 Non-Degreed Teachers

Non-degreed persons hired to teach vocational programs must work with an approved university vocational teacher education program to obtain a standard four-year vocational certificate to be eligible for continuous employment.

3.08 Pupil-Teacher Ratio (Student Loads)

For grade 5 on a system wide basis, the pupil teacher ratio shall not exceed 26 to 1, or the state minimum standards, whichever is lower.

The pupil-teacher ratio for each building shall be determined annually after the first 25 student days and shall be reported to the Board at its next regular meeting.

For the purpose of computing the pupil-teacher ratio, the Superintendent, assistant superintendents, specially certified teachers of art, music and physical education in the elementary schools, curriculum specialists, supplementary personnel assigned to teaching programs under special funding such as ECIA and DPPF, principals, assistant principals, counselors, educational assistants, office support personnel, clerks and all others, certificated or otherwise, who are not assigned responsibility for instruction in the regular school curriculum, shall not be included as a teacher. Enrollments in Kindergarten shall be computed at one-half (1/2) when the Kindergarten teacher is assigned all day in one (1) building excepting those buildings where the All-Day Kindergarten program is in effect.

After the first 25 student days, the pupil-teacher ratio in grades 1 through 6 shall be determined by dividing the number of pupils in attendance by the number of classroom teachers.

In grades 7 through 12 in the academic disciplines, the pupil-teacher ratio for each teacher is to be determined by dividing the number of teaching periods into the total number of students instructed.

The daily student load for each secondary school teacher (grades 7 through 12 inclusive) shall not exceed the limits established by the North Central Association guidelines for grades 9-12 (presently 170). As funds become available, the Superintendent shall reduce student loads.

The Board and the Association agree that the pupil-teacher ratio of 26 to 1, for grade 5 on a systemwide basis shall remain in force for the length of the Agreement.

3.09 Appraisal

Appraisal is the process of arriving at judgments about a member's performance.

The appraisal program pertaining to the performance of a member shall be conducted openly and with the full knowledge of the member. The member shall be given a copy of any written report pertaining to his performance. Said copy shall be given to the member within five (5) working days. The member shall have the right to permanently attach to each written report a written response or reaction.

Should there be more than four (4) administrative observations during a school year, the member shall be notified in writing of the reason(s) for the additional observations. Likewise, should there be more than four (4) supervisory observations during the school year, said member shall be similarly notified.

Audio or video equipment may not be used for the purpose of observing or evaluating a

member's performance unless the member has provided written permission for such equipment to be used.

The performance appraisal program shall include visitation, observation, and evaluation. These are defined as:

- Visitation:** any contact by an administrator or supervisor intended to provide information for the appraisal of the teacher.
- Observation:** a written record of an administrator's or supervisor's observation based on visitation(s), provided to the teacher on the Observation and Appraisal Report Form. In the areas of "Conducting the Lesson" and "Planning the Lesson," such observation shall be dated and shall reflect only what was observed on the date indicated.
- Evaluation:** a determination, at the end of the school year, of the quality of the teacher's performance during the year. A written report is provided to the teacher through the year-end Teacher Evaluation Form.

A. Evaluation

Evaluation is conducted for the purpose of improving instruction, analyzing member performance with respect to continued employment, promotion, non-renewal or contract termination.

Evaluation shall be the responsibility of the principal. The annual evaluation report shall be distributed to the member no earlier than the fifteenth (15) day prior to the member's last working day, and no later than the third (3rd) day prior to the member's last working day.

In those cases where a member is required to evaluate his own performance, a conference with the building principal shall be required, prior to the transmittal of the evaluation to the Division of Personnel Services.

In the areas of "Conducting the Lesson" and "Planning the Lesson," the evaluator shall use only that information provided to the member on the observations conducted during the school year for which the evaluation is being made.

A member shall not be requested nor required to sign any evaluation until it is fully completed and signed by the principal.

At the request of the member or principal, a conference with the principal shall be held within five (5) working days after the receipt of the written evaluation. When a conference is held subsequent to an evaluation of a member, attendance shall be limited to the principal, the AEA representative, and the member.

Such written reports and observations as a principal may keep in order to aid in the preparation of the evaluation shall be made available for the member's inspection upon request.

B. Administrative Visitation and Observation

Administrative visitation shall be made by the Superintendent, assistant superintendent, building principal, director, coordinator, assistant or unit principal. When a visitation extends beyond fifteen (15) minutes, the administrator shall provide a written observation. When a visitation is less than fifteen (15) minutes, the administrator may exercise discretion as to whether or not to prepare an observation.

When an observation is made by the visiting administrator, a signed and dated copy of the observation is to be submitted to the member within five (5) working days after the visitation. Copies of such observations by the above administrators may be filed in the member's personnel folder. At the request of the member or the administrator providing the observation, a conference with the administrator shall be held within five (5) working days after receipt of the observation. If the administrator is a coordinator or director, the administrator must review the observation with the member prior to discussing or submitting the observation to the building principal and before a copy is submitted to the member's file.

C. Supervisory Visitation and Observation

Supervisory visitation and observation are conducted for the purpose of improving instructional competencies within the classroom setting. Supervisory visitations and observations may be made by curriculum specialists or supervising teachers. When a visitation extends beyond fifteen (15) minutes, the supervisor shall provide a written observation. When a visitation is less than fifteen (15) minutes, the supervisor may exercise discretion as to whether or not to prepare an observation.

When an observation is made by the visiting supervisor, signed and dated copies are to be submitted to the building principal and the member within five (5) working days after the

visitation. These observations shall not be filed in the Division of Personnel Services; they may not be used in any proceeding concerned with termination or non-renewal of a member's contract.

D. Clear Direction

In the event inconsistent directions are provided a member as a result of administrative and/or supervisory visitations and observations, directions provided by the building principal shall take precedence over all others. The member may request a conference with the principal and such other authorized evaluators as necessary in order to establish clear direction for himself. When such a conference is requested, it shall be held within five (5) working days.

3.10 Disciplinary Interviews and Suspension

No member shall be disciplined without just cause or because of the exercise of the right of freedom of speech or any other constitutionally guaranteed right. The provisions of this section shall not apply to a suspension related to termination proceedings.

A. Definition

A disciplinary interview may be conducted by a field administrator, a central office administrator or the Assistant Superintendent. Disciplinary interviews conducted by the Assistant Superintendent may result in a written reprimand for the member or a suspension with pay.

A disciplinary interview conducted by a field or central office administrator may result in a written reprimand for the member. Any decision by the field or central office administrator to forward a written reprimand to the Division of Personnel Services shall be made known to the member in the written reprimand.

B. Procedures

In all disciplinary interviews, the following procedures shall apply:

1. A member shall receive a written notice at least twenty-four (24) hours prior to holding a disciplinary interview. Said notice shall contain the time and place of said interview and shall include the reason(s) for said disciplinary interview.
2. The interview shall be conducted in private, except that the member may request the presence of an AEA representative. When such a request is made, the interview shall not proceed until the representative is in attendance, unless the representative is not there within ten (10) working days.
3. No document shall be used by either party at any disciplinary interview conducted by an administrator from the Division of Personnel Services unless a copy of such document has been provided to the other party in advance of the disciplinary interview.
4. If a disciplinary conference is conducted by a field or central office administrator, the member involved in the conference has five (5) working days in which to appeal the decision to the Assistant Superintendent. The appeal shall be heard in a meeting between the member and the Assistant Superintendent which shall take place no less than ten (10) working days after the appeal request. The member shall have the right to the presence of an AEA representative at the meeting. If the disciplinary interview is conducted by the Assistant Superintendent, the member has five (5) working days from the time of the finding to process a grievance.
5. The member shall have the right to submit a written rebuttal to any written reprimand filed under this Section. The rebuttal will be attached to the written reprimand.

3.11 Reassignment and Transfer

Reassignment and transfer of full time members only shall be on the basis of seniority in the Akron Public Schools.

Reassignment and transfer of members outside this section shall be limited to the following items and only after consultation with the President: (a) to achieve or maintain a balance of race or sex of the staff within each building; (b) at least sixty percent (60%) of the staff in each building shall have had prior teaching service in the Akron Public Schools; (c) to protect a member's continuing employment.

The necessity for maintaining comprehensiveness and staffing for co-curricular activities may constitute overriding reasons for transfer outside this established policy. The Division of Personnel Services shall notify the President of the circumstances requiring transfer outside this established policy at the time such deviations from established policy occur. No more than

two (2) full-time members may be reassigned from one (1) school building to another during any school year under this exception.

The Superintendent shall furnish to the AEA the most current draft copy of each school's building organization sheet not later than July 15.

Additionally, the Superintendent shall provide to the AEA a record of all reassignments made under the provisions hereunder. Records of reassignments made prior to August 16 shall be provided by August 20. Records regarding reassignments made after August 15 shall be provided to the AEA within seven (7) calendar days after the reassignment.

A. Intra-Building Transfer or Reassignment

A member desiring to transfer from one (1) grade level to another or from one (1) subject to another within the building shall file a request for transfer with the building principal prior to May 1. The building principal shall notify the member in writing prior to May 10 of the approval or disapproval of such request; if the request is disapproved, the notification shall include the reason for such disapproval. Decisions in these transfers are subject to appeal, in writing, to the Assistant Superintendent, who shall respond to each appeal in writing. The appeals process shall be completed by May 20.

In the event the principal's decision is upheld by the Assistant Superintendent, the member may elect to file an Inter-Building transfer request as outlined in B.2.a. below, specifying the vacancy requested in the Intra-Building transfer request denied by the principal.

B. Inter-Building Transfer or Reassignment

(Vacancies occurring before August 1st)

When selecting members for transfer and/or selecting members to fill vacancies occurring before August 1st, priorities shall be observed in the following order:

Reassignments due to building closings and changes in vertical organization shall be completed before any other transfers or reassignments are made.

Member-initiated requests for transfer and transfers due to changes in student enrollment and/or program termination.

Principal-initiated transfer requests.

1. Due to Building Closings or Changes in Vertical Organization (A vertical reorganization is a transfer or elimination of an entire grade level from a building organization.)

Reassignments due to building closings or changes in vertical organization shall be filed in the Division of Personnel Services no later than June 1st. When such reassignments are necessary, those highest in seniority shall be reassigned first.

2. Member-Initiated Requests for Transfers and Transfers Due to Changes in Student Enrollment and/or Program Termination.

Member-initiated requests for transfer and transfers initiated by the administration due to changes in student enrollment and/or program termination shall be filed in the Division of Personnel Services no later than June 1st. Members requesting a transfer and members transferred because of changes in student enrollment and/or program termination shall be reassigned by order of seniority, those with the most seniority being reassigned first.

a. Member-Initiated Requests.

A member desiring to transfer from one building to another shall file a "Teacher's Request for Transfer." Prior to July 30, any member may, in writing, withdraw a request to transfer and the withdrawal shall be honored. The Assistant Superintendent shall notify the President of the total number of teacher-initiated requests for each building prior to July 30. Whenever the requests for transfer within a building exceed thirty percent (30%) of the number of members within the building, an investigation of causes within the building shall be conducted during the ensuing school year by a committee composed of the AEA Professional Problems Committee and a committee appointed by the Assistant Superintendent. The results of the study, with appropriate recommendations, shall be forwarded to the Superintendent.

b. Transfers due to Changes in Student Enrollment and/or Program Termination. Members transferred under the provisions of this section of the Agreement shall be selected as outlined below:

A conference between the member transferred under the provisions and the building principal shall take place on or before June 1st. The member may, if he

desires, schedule a conference with the Assistant Superintendent any time after June 1st.

Should intra-building reassignments be necessary, member shall have the right, on a seniority and certification basis, to any existing vacancy. If there are no volunteers, the member with the least seniority in the affected area of certification shall be appointed to the vacancy.

Members to be Transferred

In determining members to be transferred because of a change in vertical organization or because of enrollment changes and/or program termination, volunteers shall first be transferred on a seniority basis, those with the most seniority being transferred first, after which transfers will be made on the basis of seniority as follows:

- (1) In the elementary school (K-6), the member with the least seniority shall be transferred.
- (2) In the secondary schools, the member with the least seniority holding a certificate for the area in which the reduction is being made shall be transferred. However, in cases where a member's certification would permit him/her to be assigned to an alternate department in which there is a member with less seniority, the latter member shall be transferred.

Should a vacancy occur in a building prior to August 1st, a member transferred from that building shall have the option to return to the building before new transfers or new assignments to the building are made.

3. Principal-Initiated Request for Transfer

A transfer request initiated by a building principal must be preceded by a conference with the affected member on or before May 1st.

A principal-initiated request for a member's transfer must be filed in the Division of Personnel Services no later than May 15th. Such request shall specify the justifiable reasons for which the principal is requesting the member's transfer. All requests should bear the signature of the involved member, but such signature will not be interpreted as agreement with the request. In the event the member refuses to sign the request, such refusal shall be noted thereon by the building principal.

Prior to the last school day, the member may submit a written request for a hearing to the Assistant Superintendent. The member shall have an opportunity to appear before the Assistant Superintendent and offer reasons counter to the transfer. The hearing shall be scheduled within fifteen (15) working days following the receipt of the request.

The member shall have an opportunity to be represented by the AEA.

Posting of Vacancies

A list of known systemwide vacancies as of May 15 shall be posted in each building no later than May 20. A copy of this posting shall be sent to the President no later than May 20.

A list of position vacancies existing in the system as of July 10 shall be submitted to the President no later than July 20.

C. Inter-Building Transfer or Reassignment

(Vacancies occurring between August 2 and August 15)

Any vacancies occurring between August 2nd and August 15th shall be filled on the basis of seniority in the following order:

The most senior member eligible for transfer under any of the provisions above (excluding principal-initiated transfers) who has requested assignment to a building where said vacancy has occurred—the member is only eligible if he has not been placed in one (1) of the three (3) projected building assignments outlined on his transfer form.

In the event the most senior member is eligible and accepts the assignment, the newly created vacancy shall be filled by teachers as yet unassigned on the basis of seniority, then by new hires.

Any vacancies occurring subsequent to August 15 shall be filled by teachers as yet unassigned on the basis of seniority, then by new hires.

For vacancies occurring on or after the first student day, assignment will be made at the discretion of the Division of Personnel Services.

D. Fall Assignment, Reassignment, or Transfer Due to Enrollment Changes

Fall transfers between grade levels or between buildings shall be made within the first fifteen (15) student days.

Members assigned after January 1 shall be informed that the assignment is temporary, that the member shall be reassigned and that the position will be listed as a vacancy the following spring.

If a member must be reassigned because of a decrease in student enrollment, volunteers shall be transferred first, on a seniority basis, those with the most seniority being transferred first. If there are no volunteers, any member new to the building shall be transferred first. If there are no members new to the building, the following shall apply:

In the elementary school (K-6), the member with the least seniority shall be transferred.

In the secondary schools, the member with the least seniority holding a certificate for the area in which the reduction is being made shall be transferred. However, in cases where a member's certification would permit him to be assigned to an alternate department in which there is a member with less seniority, the latter member shall be transferred.

Exceptions to this procedure may be made by the Assistant Superintendent in consultation with the President.

Any transfers made after November 1 shall be processed in accordance with procedures outlined in Section 3.11, B, 2b herein.

E. Special Education Teacher Transfers

A request for transfer out of Special Education shall not be accepted in the case of any teacher until three (3) full years of service with the Board have been completed. This provision shall not apply to all persons hired before July 1, 1985.

When it becomes necessary to transfer special education teachers because of decreasing enrollment, including reassignment of units from one (1) building to another, the following shall apply:

1. A member whose unit is reassigned shall have the option of transferring with the unit.
2. In the event the member elects not to transfer with his/her unit, volunteers from the affected area of certification shall be the first transferred. The most senior volunteer shall be transferred first.
3. If there are no volunteers, the least senior member in an area for which the affected member holds a certificate shall be transferred.

F. Elementary Special Subject Teacher Transfers

1. Elementary special subject teachers (art, music, physical education) shall retain a combination assignment whose net weekly time equivalency does not change, unless the teacher requests and is granted a teacher-initiated transfer.
2. Elementary special subject teachers shall retain majority time assignments (3.0 or greater time equivalency) unless the teacher is transferred in accordance with other provisions under this section.
3. Any increase in a majority time assignment within the first twenty (20) student days will be given to the person in the building with the majority time assignment.
4. Elementary special subject teachers shall be assigned to minority time buildings (2.5 or less time equivalency) by the administrators in charge of the respective departments who shall consult with the teachers being assigned to such schools prior to assignment.
5. In making adjustments during the first twenty (20) student days, the Superintendent maintains the right to reschedule any and all minority assignments for the purpose of minimizing the number of art, music and physical education teachers assigned to each building.
6. Subject to the limitations set forth herein, after the twentieth (20th) student day, an increase in a building's art, music, and physical education teacher equivalency resulting from an increase in the number of sections shall be filled at the discretion of the Division of Personnel Services.
7. If a minority assignment grows into a majority assignment after the first twenty (20) student days and is projected to remain a majority assignment for the following school

year, in the following year the assignment will be given to the person who had the larger time assignment in that building during the year in which the growth took place.

8. After the twentieth (20th) student day, any teacher assigned to a majority assignment who still has an inflated schedule as determined by the art, music, and physical education teacher equivalency formula may be reassigned, reducing his or her schedule to no less than the equivalency assigned to that building.
9. Any assignment that does not grow into a majority assignment during a school year but is projected to be a majority assignment for the subsequent school year is not covered by this Agreement.
10. The administration shall establish equivalencies and combine building assignments based on the following formula:

1, 2, 3 sections	.1 (1/2 day)
4, 5, 6 sections	.2 (1 day)
7, 8, 9 sections	.3 (1 1/2 days)
10, 11, 12 sections	.4 (2 days)
13, 14, 15 sections	.5 (2 1/2 days)
16, 17, 18 sections	.6 (3 days)
19, 20, 21 sections	.7 (3 1/2 days)
22, 23, 24 sections	.8 (4 days)
25, 26, 27 sections	.9 (4 1/2 days)
28, 29, 30 sections	1.0 (5 days)
31 or more sections*	

* .1 for every three (3) sections or fraction thereof over 30.

11. A section is defined as an elementary kindergarten through sixth grade classroom or a special education unit.
12. Because of difficulties in establishing combination assignments, it may be necessary for the Superintendent to split a majority time assignment.

3.12 Position Vacancy

Vacancies for any position, present, new, or additional, below the salary ratio of 1.24 will be publicized by sending a written notice to each building for posting in the school office, faculty lounge, or other appropriate place in each school or department.

The notice of vacancy should be posted at least ten (10) working days prior to the application deadline, and it shall clearly set forth the qualifications for the position.

Teachers who desire to apply for such positions shall file an application in writing with the Assistant Superintendent within the time limit specified in the notice.

All applicants will be notified in writing when the position has been filled. Such notification must be received by the unsuccessful candidates within ten (10) working days after the position has been filled except in cases where interviews are being conducted to develop an eligibility list.

Whenever an administrative or supervisory vacancy must be filled promptly, notification of the vacancy and the reasons for the urgency of filling the position will be provided to the President.

All appointments shall be made without regard to age, race, religion, color, national origin, sex, marital status, or handicap.

3.13 Resignation, Termination, or Non-Renewal of Contract

A. Resignation

A member may resign without adverse consequence provided the the written resignation is submitted prior to July 10, and further provided the effective date of the resignation falls after the last day of school but prior to July 10. The Board may seek the suspension of teaching certification for any member who may resign after the tenth (10th) day of July or when schools are in session. Members who wish to resign must submit a resignation in writing to the Assistant Superintendent at least ten (10) days before the effective date of the resignation.

B. Non-Renewal of Contract By the Board

The principal of each school is responsible for submitting to the Assistant Superintendent, not later than the last working day of December, a written report concerning any member whose performance is not satisfactory and to give to the member a copy of the report which

must include a statement of what has been done to help the member. Not later than the last day of March, the principal is required to make a second written report and to include a statement of further efforts to help the member. If the principal becomes convinced the member should be dismissed, the principal must submit a written report and recommendation for dismissal to the Assistant Superintendent, and must give a copy of the report to the member prior to April 10.

C. Termination of Contract By the Board

Before terminating the contract of any member or refusing to renew the contract of any member with three (3) consecutive years of service in one (1) building, or five (5) or more years of service in the Akron Public Schools, the Board shall furnish the member a written notice signed by the Treasurer of its intention to consider the termination of his services, with full specifications of the grounds for such consideration. Unless the member so notified demands, in writing, within 10 days subsequent to the receipt of said notice, an opportunity to appear before the Board and offer reasons against such termination, the Board may proceed with formal action to terminate services. If said member, within 10 days after receipt of notice from the Treasurer, demands in writing a hearing before the Board, the Board shall provide for such a hearing. The hearing shall be conducted under the rules set forth in Section 3319.16 of the Ohio Revised Code.

Except for those hearings provided for in Section 3319.16 of the Ohio Revised Code, other hearings required hereunder shall be closed hearings, conducted before a committee of the Board. The committee's recommendation shall be presented to the Board for approval or rejection.

D. Staff Reduction

When a member is released from assignment due to decreased enrollment of pupils, return to duty of regular teachers after leaves of absence, lack of program funding, curriculum changes, or for any other reason, the member holding that assignment shall have priority in transfer according to the provisions outlined in Section 3.11, B2, of this Master Agreement.

In the event there is no available position for which the member is certified, the members in that area of certification on limited contract shall be listed according to seniority and the contract of the member with the least seniority shall be suspended.

In the event all of the contracts of the members on limited contract have been suspended, the contracts of the members in that area of certification on continuing contract shall be suspended in accordance with the provisions of Section 3319.17 of the Ohio Revised Code.

Members whose continuing or limited contracts have been suspended shall have the right of restoration to service in the Akron Public Schools in order of seniority if and when positions become vacant or are created for which any of such members are, or have become, qualified.

E. Termination of Supplemental Contracts By The Board

Before terminating the supplemental contract of any member, the Board shall furnish the member a written notice signed by the Treasurer of its intention to consider the termination of his or her contract, with full specification of the grounds, including incident(s) and/or date(s) for such consideration. Unless the member so notified demands in writing within 10 days subsequent to the receipt of said notice, an opportunity to appear before the Board and offer reasons against such termination, the Board may proceed with formal action to terminate the contract. If said member, within 10 days after receipt of the notice from the Treasurer, demands in writing a hearing before the Board, the Board shall provide for such a hearing. The hearing shall be conducted under the rules set forth in Section 3319.16 of the Ohio Revised Code. The hearings shall be closed hearings conducted before a committee of the Board. The committee's recommendations shall be presented to the Board for approval or rejection.

F. Policy Regarding Disability Retirement

If a member is unable to perform satisfactorily the duties of his/her position because of physical or other disability, or is required to apply for disability retirement, his/her contract status shall not be terminated. The member's insurance coverage shall be continued at Board expense until such time as the disability retirement application is approved by STRS and monthly benefits and STRS hospitalization coverage commences.

In the event the member's application for disability is denied by STRS and the member has exhausted his/her accumulated sick days, the Board shall continue to provide insurance coverage to the member for 45 working days after the STRS Board has ruled that the member's application has been denied. During this 45-day period, the member has the right to appeal the STRS denial or to apply for illness leave.

The Board shall maintain insurance coverage for a member who has exhausted his/her sick days and has filed, in a timely fashion, an appeal with STRS. The Board shall provide insurance coverage under these circumstances until STRS rules on the member's appeal or for six (6) months, whichever is less.

A member who fails to appeal an STRS decision to deny his/her application for disability retirement or who fails to apply for illness leave within 45 working days shall be placed on unrequested leave and shall be responsible for the cost to the Board for maintaining his/her insurance coverage.

Eligibility Requirements

Members must meet the eligibility requirements set by STRS for disability retirement. Currently, to be eligible for application for disability retirement with STRS, the member shall be under 60 years of age, have five (5) or more years of Ohio service credit, be disabled, physically or mentally, from performing teaching service, file the application within two (2) years from the date contributing service terminated, unless the disability manifested itself before contributing service terminated.

Application

Members must follow the application procedures set by STRS for disability retirement. Currently, a disability retirement application may be filed by a member, by the member's employer, or by any person having Power of Attorney in the member's behalf.

Termination of Disability

Under current STRS procedures, disability retirement may be terminated following the member's written request to the STRS Board. Before such termination is effective, the member must be examined by a medical examiner representing the STRS Board which must then approve such termination.

Membership and service credit in the Retirement System are retained during disability retirement. A member who earns 2 years of contributing service credit in STRS, PERS, or SERS, following termination of disability retirement receives credit toward service retirement for the period on disability retirement.

Contract Status

A member who was under contract when granted disability retirement and who has not resigned is on leave of absence from his position during the first five (5) years on disability retirement. If disability retirement is terminated by the Retirement Board within the 5-year period, the member is entitled to be restored to the same or to a similar position and salary not later than the next September 1.

3.14 Professional Personnel Records

According to State Department of Education requirements, certain personnel records shall be kept up-to-date and on file for reference at all times. These and other personnel records shall be filed in the Division of Personnel Services.

These personnel records include:

- a. Application for employment, including references.
- b. Copy of latest contract, properly signed.
- c. Copy of latest salary notice.
- d. Health certificate card.
- e. Health history card.
- f. Ohio teaching certificate.
- g. Personnel record card.
- h. Personal and professional data form.
- i. Transcript of college credits showing the official record of the degree granted, original or certified copy.
- j. Record of military service.
- k. Record of tuberculosis test or X-ray.

The Division of Personnel Services shall provide copies of all written documents that the member has a right to review upon written request of said member. Such documents shall be furnished within ten (10) days. Current cost per copy shall be determined by the Treasurer.

Members shall have the opportunity to read any material which may be considered derog-

atory to the member's conduct, service, character, or personality, before it is dated and placed in his personnel file.

The member shall acknowledge that he has read the material by affixing his signature to the copy to be filed and a copy shall be given to the member. His signature shall not indicate agreement with the content of the material, but indicates only that the material has been inspected by the member. He shall also have the opportunity to reply to such derogatory material in written statement to be attached to the filed copy.

Members shall be informed within five (5) days of any written complaint by a parent, student or supervisory person which is directed toward that member and may become a matter of record. Only signed written complaints can become a matter of record.

Anonymous letters or materials shall not be placed in a member's file nor shall they be made a matter of record.

Each member shall have the right, upon request, to review all contents of his own personnel file, with the exception of items a and i listed above. A representative of the Association may, at the member's request, accompany the member in such a review.

The President shall have the right to examine, at the member's written request, the complete files pertaining to the member.

3.15 Tuberculosis Tests for Employees

All new employees of the Board are required to present documented evidence of having a negative tuberculosis test (Mantoux Test 5 TU PPD) within ninety (90) days before their first day of employment. If the member is a positive reactor, the member must have a chest X-ray and any other medical and laboratory examination deemed necessary by the member's physician or board of health of the City of Akron to determine the absence of tuberculosis in a communicable state within ninety (90) days before his first day of work.

This information must be submitted to the Division of Personnel Services and will become a part of the member's health history records.

3.16 Building Financial Statements

Copies of the financial summary—Form USAS 301—shall be posted in the teachers' lounge(s) for at least three (3) school days, within two (2) weeks following the beginning of each month.

Rules and regulations governing the transfer of funds from club accounts to the school general account shall also be posted in the teachers' lounge(s) in each building for the inspection of the general staff. Such posting shall be within two (2) weeks following its submission to the Office of Business and Finance.

3.17 School Faculty Council

The School Faculty Council shall be formed in each school building. The principal and/or his designate(s) shall meet monthly during the school year with the School Faculty Council. The Council shall have as one of its members the AEA Building Representative.

The purpose of the Council shall be to provide a means of communication between the building staff and the building principal. The Council shall serve in an advisory capacity to the building principal.

The size of the Council and the departments, levels, and special groups to be represented on the Council shall be determined by the faculty at a September meeting.

The faculty shall elect the representatives to the Council by secret ballot during the month of September. After the first (1st) of October, the Council shall meet and elect its chairman by secret ballot. Neither the building principal nor the AEA building representative may serve as chairman. The term of the new Council shall begin at the beginning of the school year.

The chairperson, in cooperation with the principal, shall schedule one (1) council meeting per month. The agenda for this meeting shall be prepared by the chairperson and submitted to the principal (who may add items) and council members at least twenty-four (24) hours before the meeting.

Other meetings of the Council may be called by the chairman, a majority of the members of the Council, or the principal.

The chairman shall designate a member of the Council to serve as secretary at each session. This person shall be responsible for providing a summary of the meeting to the building principal prior to the preparation of the minutes for general staff distribution.

The principal and Faculty Council shall consult on all matters involving building policy and procedures. Unresolved issues shall be referred in writing to the AEA Professional Problems Committee by the Council chairman within five (5) days, if the majority of the Council so instructs him. A copy shall be given each member of the Council.

The Faculty Council shall have the right to determine the expenditure of funds which are made available through food or beverage machines operated in the faculty lounge.

The Council shall designate the activities to be supervised, subject to faculty approval, and recommend to the principal those employees to be paid under the extra pay category of "activity supervisors."

3.18 Staff and Other Meetings

Attendance at meetings other than those specified in this section shall be voluntary. Minutes of such meetings shall be provided each staff member. Although members are encouraged to attend school functions and school-related meetings, Open House and Parent-Teacher Conferences are the only evening meetings with required attendance.

A. Building Meetings

All members shall attend the scheduled Tuesday building staff meetings. Staff meetings may be held in the member's building before or after school as determined by a majority vote of the school faculty. Evening meetings shall begin within ten (10) to fifteen (15) minutes following school dismissal and shall not exceed one (1) hour in length nor extend beyond 5:00 p.m. Morning meetings shall not exceed one (1) hour and shall end not less than ten (10) minutes prior to the beginning of a teacher's homeroom responsibility. Two (2) meetings may be held each month. The agenda for all building staff meetings shall be distributed to the staff at least twenty-four (24) hours prior to the meeting.

The principal may schedule one (1) staff meeting per school year at the Staff Development Center (Miller Building) and that shall be the only building meeting conducted that month.

In case of emergency, the principal may, with the agreement of the AEA Building representative, call additional building meetings without notice.

Staff meetings shall not be held on election days or on days designated as Open House or Conference Days.

The principal shall not require a member to attend a "make-up" staff meeting when a member is unable to attend the regularly scheduled meeting, nor shall the member be required to view a video tape of a missed staff meeting.

B. Open House and Conferences

All members shall attend the annual Open House each school year which may be scheduled in the evening.

All members shall attend the scheduled fall and spring Parent-Teacher Conference Days. Conference days shall be scheduled on Thursday evening (5:30-8:30 p.m.) and Friday (9:00 a.m.-12:00 p.m.).

For the purpose of scheduling parent-teacher conferences on Parent-Teacher Conference Day, members shall not be required to make telephone contact with parents.

In lieu of attending the Parent-Teacher Conference Day each semester, a member may elect to make eight (8) visits to eight (8) different homes to be completed within the semester and prior to the scheduled Parent-Teacher Conference Day. Documentation of each home visit must be provided to the principal.

C. Inservice

One and one-half (1 1/2) days annually, with full pay within the school day, shall be scheduled within the school calendar for the purposes of inservice education. Such programs shall be planned by the Assistant Superintendent for Curriculum and Instruction in consultation with the professional staff.

The Board reserves the right to request designated teachers to participate in inservice activities for 5 days outside the normal member work year. This five-day block will carry a compensation rate of \$300 per week. Teachers within designated areas of assignment selected to participate in the additional week of inservice activities will be advised by the close of the school year. Participation in the program is voluntary. The inservice seminar will be scheduled within a ten-day period prior to the report date.

Inservice programs scheduled on inservice day shall occur within Summit County. Attendance at such inservice activities scheduled outside the county shall be voluntary. The

Board shall reimburse all members attending such inservice activities outside the city at the established mileage rate.

Preparing and presenting inservice programs or other presentations within the established school calendar, or in addition to it, are not part of a member's work load. Such assignments shall be voluntary.

D. Departmental, Grade Level, or Special Subject Meetings

In months when members are required to attend a departmental, grade level, or special subject meeting, members shall be required to attend only one (1) building staff meeting.

Special subject teachers (art, music, health and physical education, library science, foreign language, home economics, business education, special education, vocational education, industrial arts/technology education) shall attend two (2) special subject citywide meetings annually. These meetings shall not extend beyond 5:00 p.m.

All other members shall attend two (2) building departmental or grade level meetings annually which shall be scheduled in their building. These meetings shall begin within ten (10) to fifteen (15) minutes following school dismissal and shall not exceed one (1) hour in length.

3.19 Dialogue Day

Dialogue Day shall be scheduled on Saturdays for three (3) hours. Attendance shall be voluntary. Members participating shall be paid at the substitute teacher's rate.

3.20 Curriculum Review Committee

Requests for a curriculum study on programs already in place submitted to the AEA Curriculum shall be Committee. The committee shall collect and evaluate data from the teachers requesting the change and/or study. The committee shall then determine whether to submit the proposed change or study request to the Assistant Superintendent for Curriculum and Instruction for formal consideration.

In the event a request to study or change programs already in place is approved by the AEA Curriculum Committee, the chairman shall notify the Assistant Superintendent for Curriculum and Instruction of such approval. No more than two (2) studies shall be submitted to the Assistant Superintendent for Curriculum and Instruction during any one (1) school year. The Assistant Superintendent shall form a committee, which he shall chair, and one-half (1/2) of which shall be the AEA Curriculum Committee.

The Joint Committee shall meet to discuss the proposed change. A curriculum change shall be recommended to the Superintendent by a majority vote of the Joint Committee.

In the event a curriculum modification is approved by the Joint Committee, the Committee's report shall be submitted to the Superintendent for disposition. The report shall specify the instructional materials and support personnel required to effect the recommended modifications.

All curriculum modifications approved by the Board shall become effective at the beginning of the next semester, if possible. Under no circumstances may an approved change become effective later than the beginning of the next school year.

In the event the Joint Committee rejects a proposed curriculum modification, the Committee shall provide members requesting the change with a report which shall specify the reasons for the rejection of the proposed change.

3.21 Textbooks

The Board through the Superintendent shall, whenever possible, provide each student with individual copies of all textbooks which, in the judgment of the members, the students will need in courses to which they are assigned. Questions about the desirability of individual texts shall be submitted to an advisory committee of six (6) teachers, appointed by the Assistant Superintendent for Curriculum and Instruction, and the President, each to appoint three (3). The Assistant Superintendent for Curriculum and Instruction, or a designate, shall serve as chairman of the committee.

3.22 Education of The Handicapped

The education of the handicapped will be carried out in accordance with the Federal, State and locally developed rules and regulations.

3.23 Pupil Adjustment

The Board has adopted pupil adjustment policies and procedures that provide for:

1. The identification of infractions resulting in expulsion or suspension from school.
2. The establishment of a psychological referral/support center to provide assessment, diagnosis, and prescription for improving the deportment of students.

No teacher or class is ever required to tolerate any act of gross misconduct, including flagrant discourtesy, abusive and vile language, acts of violence and/or deliberate insubordination. Corporal punishment may be administered by either the teacher or the principal. It should be preceded by a conference involving both. If a conference is not held, the teacher shall notify the principal in writing that corporal punishment has been administered and the reason therefore, before the end of the school day. Corporal punishment should not be administered without an adult witness, and should never be administered in the presence of other children. The severity of the punishment shall fit the child rather than the offense and shall be within the limits of good judgment. Striking a child on the face, ears or head is not sanctioned.

If, in spite of the teacher's best efforts at correction, which should include a teacher-parent conference and which may include corporal punishment administered in accordance with policy, a pupil continues to misbehave, the teacher should refer the case to the principal for further action.

If a pupil's presence poses a continuing danger to persons or property or an ongoing threat of disrupting the educational process taking place either in the classroom or elsewhere on the school premises, the teacher may remove the pupil from the classroom or activity and must state the reason(s) in writing to the principal as soon as practicable. A conference may take place between the member and the principal before the student is readmitted to class. In extreme cases, where the matter cannot be resolved within 24 hours from the time of the student's removal from class and/or activity by the teacher, then the student's procedural due process rights under the law shall apply. The principal may reinstate a pupil removed from class by a teacher by informing the teacher, in writing, the reasons for reinstating the student prior to a hearing.

An official School Office Cumulative Folder shall be maintained on each student in the school office files and shall be maintained in each school for the use of those members who have a legitimate educational interest.

A member shall be notified of the impending enrollment of a pupil transferred for adjustment reasons. Within a reasonable length of time before the arrival of said transferred student, the AT-19 form stating the reasons for the transfer shall be forwarded to the receiving school and its contents made available to his teacher prior to the time he reports to class.

Where a student has had a pupil adjustment transfer and is returned to the Office of Pupil Services on another disciplinary matter after good faith efforts in the second placement to cause satisfactory adjustment, an expulsion hearing shall be held. Subsequent placement shall only be made after review by a committee. The Superintendent shall designate the chairman of the review committee conducting the meeting and no more than two members of the committee. The President shall designate no more than two members of the committee. In addition to the chairman and the four committee members to be designated, where appropriate, the psychologist conducting a child study and a representative from the Summit County Juvenile Court shall be members of the committee. The authority of the Superintendent to assign students is not diminished by the existence of the review committee; however, the Superintendent shall weigh the concerns expressed by the committee in making his decision.

A pupil suspected of emotional or social disabilities may be referred by the member to Psychological Services for further study as provided by Board policy and the student's due process rights under the law; and if found to be emotionally disturbed or socially maladjusted, the pupil shall not be returned to a regular classroom except on the recommendation of the Coordinator of Psychologists. This recommendation shall specify the educational and psychological basis for the recommendation. It shall also contain guidelines for the pupil's instruction and containment within the classroom.

A. School Discipline Review Committee

Within thirty days of ratification of this Agreement, and during each September thereafter, each School Faculty Council shall mutually select with the principal a standing discipline review committee which shall include the Faculty Council (or a subcommittee thereof), representation from the community, other staff members, and, in high schools, the student body. The committee shall review the building's discipline program and with the principal mutually formulate a policy of penalties for the following items:

- a. Tardiness to school

- b. Tardiness to class
- c. Truancy/flicking
- d. Refusing a member's assigned discipline or punishment
- e. Violation of the school's rules.

The committee shall designate those penalties which are to be initially administered by the individual classroom teacher as well as those which are subsequently applied by the building administration. The policy shall also specify the occurrence at which each penalty will apply. Applying the building level penalties is the responsibility of the building administration with the support and cooperation of the staff. Building level penalties may include, but are not limited to, school supervised detention, office administered corporal punishment, suspension, etc. These penalties may vary from building to building. The principal has the discretionary authority to go beyond the minimum punishment based on the incident. Each building's policy of penalties shall be filed with the Superintendent annually, and the committee shall meet regularly to review the effectiveness of the policy. The committee shall also file a report of its findings not later than the last day of each school year. The report shall include the policy of penalties for the following school year.

B. Pre-set Classroom Rules

A teacher may establish pre-set classroom rules annually.

Pre-set classroom rules are those which a teacher creates, submits to the building principal for approval, provides to every student and his/her parent/guardian, and posts in the classroom. These rules are set to accommodate the individual style of instruction taking place in his/her classroom. Examples are: follow directions, bring supplies, talk only with permission, no gum chewing, etc.

The building principal and the teacher must mutually agree on the set of classroom rules plan. Both parties shall adhere to the provisions set forth in the plan, once it is agreed upon, including any penalties mandated by the plan to be implemented by the office. Rule violations shall be documented. Documentation shall be in the form of a contemporaneous record of the rule violation and the penalty imposed or action taken.

3.24 Assault

Any case of assault, verbal or physical, suffered by members shall be reported immediately in writing to the principal. Verbal assault is abusive or threatening language directed at a member. The principal shall obtain a list of the witnesses to the assault and a written statement of what each witness observed or heard. These statements shall be signed, dated and filed, with true copies given to the AEA building representative, and copies sent to the Office of Pupil Services and the Division of Personnel Services.

The principal shall conduct a hearing which in effect assures the accused student his procedural due process rights. In the event that an assault has occurred, the pupil shall be removed immediately from the class and the school and referred to the Director of Pupil Services for reassignment to another building or expelled. In the case of a physical assault, a recommendation shall be made to the Superintendent for expulsion. In all cases of physical assault, the principal shall notify the Akron Police Department to enable the member to file a Police Report. Members will cooperate with all appropriate governmental agencies in the prosecution of the assailant(s). In no case shall a member be required to readmit a student to class following an assault. These procedures may, but do not necessarily, apply to the Severe Behavior Handicapped pupil.

The principal shall report each case of employment-related assault on a member to the Director of Pupil Services; the Director shall inform the President and Superintendent of the assault.

3.25 Threat of Assault

Any member who is threatened with bodily harm by any person(s) on school property shall notify the principal—in writing—of this threat. The principal shall acknowledge receipt of such a report and shall report this information to the Director of Pupil Services and the President.

Members shall also inform the building principal of any parent or visitor who threatens or directs foul and/or abusive language at the member. Should a subsequent review indicate that the allegations are correct, the building principal shall notify the parent or visitor, in writing, of the complaint and shall direct the parent or visitor that future visits to the school must take place in the school office with the principal in attendance.

3.26 Visitors

Parents and other lay visitors may be permitted to visit any member's classroom provided that 24-hours advance notice has been given to the member. A visitation may be permitted without 24-hours advance notice provided that the time is mutually agreeable to the member and the principal.

Building principals and employees shall be responsible for enforcing the Board's "visitor policy" as stated in Board policy and as provided for in O.R.C. 2911.21.

3.27 Facilities

The buildings shall be kept in a safe, healthful condition with hallways, restrooms, faculty lounges, classrooms and lunchrooms kept clean.

The Superintendent shall provide a telephone for the exclusive use of the members in buildings where the October 1 enrollment exceeds 500. The location of the telephone shall be determined by the School Faculty Council. No long distance telephone calls are to be charged to designated faculty phones. Charging long distance calls to said phones may be cause for reprimand.

As soon as possible, the Superintendent shall make available in each building:

- A. The Superintendent shall provide a minimum of two (2) telephone lines to every elementary school, with an extension from one (1) of these lines for use by the school faculty. The location of the telephone, with the extension line, shall be determined by the School Faculty Council. No long distance telephone calls are to be charged to designated faculty telephone. Charging long distance calls to said phones may be cause for reprimand.
- B. *A Faculty Lounge* — Not less than one (1) room, appropriately furnished and vented, shall be reserved for use as a faculty lounge in which smoking will be permitted.
- C. *Equipment* — Each member shall be provided with a desk and chair for his exclusive use.
- D. *Storage Facilities* — Adequate storage facilities in which teachers may safely store instructional supplies shall be provided in each classroom in each building.
- E. *Workroom* — Each school shall have a workroom reserved for the use of members and containing the equipment and supplies necessary for the preparation of instructional materials.
- F. *Supplies* — Adequate teaching materials and supplies for the preparation of instructional materials, including Kindergarten and special education materials and supplies, shall be available at all times beginning with the first (1st) week of school.
- G. *Lunch Area* — A reserved or separate lunch area shall be provided for members.
- H. *Parking Facilities* — Each school shall have adequate parking facilities accessible to the school for the use of the entire staff, during the working hours of the staff. The Superintendent shall make every reasonable effort to keep parking lots free of snow, ice, debris, etc.
- I. *Rest Rooms* — Separate, clean, well-lighted faculty rest rooms shall be provided for men and for women in each building.
- J. Whenever possible, classrooms used as student lunchrooms shall be cleaned by the custodial staff following the lunch period.

When all the aforementioned facilities cannot be immediately provided for a building, the administrative staff shall develop and present to the AEA and the Board a reasonable timetable for compliance with this section.

3.28 Staff Participation in School Design

Prior to the design of a school building, or a school building addition, or major remodeling involving instructional facilities, the architect—or his designee—shall meet with the members of the affected school or with a committee of members selected by the Superintendent or his representative, who shall be representative of grade levels or disciplines to be housed in the building, to discuss educational specifications for the structure. The same group or committee shall review the preliminary drawing prior to the preparation of working drawings. Should the architect determine not to incorporate recommendations of the members' committee, a written explanation shall be provided to the committee, the President, the Superintendent and the Board.

3.29 Grievance and Complaints

An aggrieved person is a member or members having a grievance.

A "grievance" is a claim by a member based upon an event which affects a condition of employment or an alleged misinterpretation or misapplication of any of the provisions of this Agreement.

The purpose of the grievance procedure is to secure, at the lowest possible level, proper solutions to grievances. Both parties agree that the grievance proceedings shall be kept confidential at all levels of the procedure.

In order that grievances may be processed as rapidly as possible, the number of days indicated at each level are maximum. Every effort shall be made to expedite the procedures; however, the time limits may be extended by mutual agreement of both parties.

The aggrieved person or persons may be represented at all stages of the grievance procedure by any person of his own choosing.

The AEA shall have the right to have its representatives present at all stages of the specified grievance procedure.

If the grievance procedure is not initiated within 15 working days after the aggrieved person or persons knew, or should have known, of the event or condition upon which it is based, the grievance shall be considered waived. An event or condition based on the number of teacher preparations, or on the number of pupils per teacher, or on physical conditions in the building shall be deemed a continuing condition, and a grievance based on such a continuing condition may be initiated without regard to the aforementioned time limitation.

Grievances shall be resolved as follows:

Level One

The aggrieved person shall file a grievance in writing with his building principal with copies to the President and the Assistant Superintendent. The principal shall within five (5) working days after receiving the grievance submit a written answer to the grievance to the Assistant Superintendent, with copies to the President and the aggrieved person.

Level Two

If the aggrieved person is not satisfied with the answers provided at Level One, he may, within five (5) working days after receipt of the principal's reply, request in writing that the AEA Grievance Committee review the grievance and a copy of such request shall be provided to the Assistant Superintendent and the building principal; and if the Grievance Committee desires, it shall, within ten (10) working days after receipt of the member's request, refer the matter in writing to the Assistant Superintendent.

Upon referral of a grievance to the Assistant Superintendent at Level Two, and by mutual agreement, a conference between the President and/or his designate and the Assistant Superintendent may be held to seek a solution to the grievance. The conference shall be held within ten (10) working days of the submission of the grievance at Level Two.

When a conference is held, the Assistant Superintendent shall, within ten (10) working days after the conference, review the grievance and give a written response to the aggrieved person, the President and the chairperson of the AEA Grievance Committee.

When a conference is not mutually agreed on, the Assistant Superintendent shall, within ten (10) working days after receipt of the referral of the grievance by the AEA Grievance Committee, review the grievance and give a written response to the aggrieved person, the President and the chairperson of the AEA Grievance Committee.

Should the Grievance Committee decline to refer the grievance further, it shall, within ten (10) working days, notify the aggrieved person, and the Assistant Superintendent, in writing, of such decision. In such event, the aggrieved person may forward the grievance, in writing, to the Assistant Superintendent independently. However, if the written grievance is not referred by the aggrieved person to the Assistant Superintendent within fifteen (15) working days after the Grievance Committee has declined, in writing, to refer such a grievance, the grievance shall be considered waived.

If a grievance affects a group or class of members, AEA may submit such grievance in writing, signed by two or more aggrieved members from two or more buildings, directly to the Assistant Superintendent, when such grievance is not directed at an individual building principal or is not within the authority of that principal to resolve. Such grievance shall be processed, commencing at Level Two.

Level Three

The AEA Grievance Committee may, within fifteen (15) working days after the answer of the Assistant Superintendent, notify the Assistant Superintendent of its intent to submit the grievance to arbitration by an arbitrator selected from a list supplied by the Federal Mediation and Conciliation Service or the American Arbitration Association.

The arbitration procedures shall be as follows:

Within forty-five (45) working days of the notification to the Assistant Superintendent, the AEA Grievance Committee shall, upon written notification to the Assistant Superintendent, request FMCS or AAA to submit a list of arbitrators. Within five (5) days of receipt of such list, the President and the Assistant Superintendent shall select an arbitrator by alternately striking a name from said list until only one name remains. The striking of the first name shall be determined by the toss of a coin.

The arbitrator shall schedule a hearing within thirty (30) days, and at a time mutually agreeable to both parties. The parties agree to cooperate to obtain expedited procedures.

The arbitrator shall report recommendations for settlement of the grievance to the President, the Assistant Superintendent, and the President of the Board within fifteen (15) working days of the completion of the hearing. The Board shall accept or reject the arbitrator's recommendation by official action within fifteen (15) working days of the date of the arbitrator's report of award.

Costs incurred for the arbitration shall be shared equally by the AEA and the Board.

3.30 Pilot Programs

Pilot Programs initiated on behalf of the Board shall not be implemented unless the consent of the majority of the teachers to be involved therein is obtained. Where a Pilot Program requires conferences or meetings beyond the contractual school day, members shall be paid at the summer school hourly rate.

3.31 CPR Certification

The Superintendent shall make every effort to schedule CPR clinics for coaches on the half-day inservice day prior to the first student day.

In the event the Superintendent is unable to schedule clinics in this manner, coaches shall be compensated at an amount pro-rated on their daily rate of pay, for time spent in attendance at CPR clinics held at a time other than during the half-day inservice day, unless the clinics are scheduled within the work day.

The Superintendent shall also schedule mandatory refresher clinics in a similar manner, and shall compensate coaches in a like manner if refresher clinics are held at a time other than during the half-day inservice day, unless the clinics are scheduled within the work day.

3.32 Job Sharing

Members with at least three (3) consecutive school years of full time classroom teaching, who are seeking to form a possible Job Sharing team for the following school year, must notify the Assistant Superintendent prior to March 1. A listing of interested teachers will be posted in all buildings by March 10. The posting will contain the member names, certification and current or most recent teaching assignment. The formation of Job Sharing teams is the responsibility of the interested parties.

Members who have formed possible Job Sharing teams must notify the Assistant Superintendent by April 1 of their desire to be employed on a half-time basis for the following school year. These Job Sharing teams shall be ranked on the basis of the team members' combined system-wide seniority, and — in cases of ties — earliest hire date; those teams with the greatest seniority and/or earliest hire date shall be assigned Job Sharing positions to a maximum of twenty (20) teams per year and a maximum of twenty (20) percent of the full time classroom teaching positions in an individual building. All members making application for Job Sharing positions shall receive notification of acceptance or rejection no later than May 1.

Job Sharing teams are formed for one academic year. Members who wish to continue in the Job Sharing program for a subsequent school year must reapply. Job sharing teams which reapply shall be given priority over newly formed teams for each consecutive year they wish to participate for four additional years beyond their first year. A member may not participate in the Job Sharing program for more than five school years, unless the full complement of twenty (20) teams has not been filled. Only the school years subsequent to 1988-1989 shall be counted toward the five year limit on an individual's participation in Job Sharing.

The Job Sharing team will assume the present teaching assignment of one of the team members. At the conclusion of Job Sharing, the member who vacated his/her position to assume part-time status will be reassigned under the Member Initiated Request for Transfer provision of this agreement. The member who retained his/her assignment during Job Sharing will assume full-time status in the same position that was occupied by the team.

Members assigned to part-time positions under this section shall be compensated at one half (1/2) the level which the member would receive under a full-time contract. If a member elects to take fringe benefits, costs for hospitalization, term life insurance, dental and vision coverage shall be shared equally by the member and the Board.

3.33 Middle School Study Committee

The parties agree to establish a ten (10) member joint study committee consisting of equal numbers to be chosen by each side to review in a comprehensive fashion all issues pertaining to the implementation of the middle school generalist team concept. All grievances which may arise with respect to any aspect of the middle school generalist team concept shall be referred to the Middle School Study Committee for consideration and resolution. In the event the grievance cannot be resolved by the Middle School Study Committee within ten (10) working days, it may then be referred to the grievance procedure set forth in Section 3.29, and such processing shall begin at Level Two. This committee shall submit its recommendations, no later than May 15, 1989, to the AEA and the Employer.

3.34 Entry Year Standards and the Mentor Program

1. Each newly hired full-time classroom teacher who is in the first year of experience under his/her teaching certificate shall be considered a mentee and shall select a mentor from those teachers currently employed by the Akron Public Schools who have at least one (1) year of classroom teaching experience in the Akron Public Schools.
2. The employer shall establish a fund of \$28,000 at the beginning of each school year for use in connection with the Entry Year Mentor Program. This money will be made available for paying substitute teacher costs for the release of mentor teachers and/or their respective mentees, as well as for payment of normal workshop and/or seminar expenses and materials costs. This money shall also be available for payment of meeting expenses, including light refreshments for meetings by and among various groups of mentors/mentees.
3. Requests for released time covered by substitutes and other expenditures out of the Entry Year Mentor Program fund shall be made in advance by the mentor, mentee, or both, as they deem necessary throughout the school year. Such requests shall be transmitted and processed in the same fashion as requests for other types of released time and requests for expenditures of educational excellence monies. All reasonable requests for released time covered by substitutes and/or other expenditures are to be granted until such time as the \$28,000 maximum is reached.
4. In the event a substitute or other request is denied, the requesting party may appeal such denial to the Advisory Committee for the Entry Year Mentor Program which shall consist of:
 - (A) two administrators selected by the employer;
 - (B) one teacher who served as a mentor in one of the two previous school years, and one teacher who was a mentee in one of the two previous school years, both to be selected by the AEA;
 - (C) one current mentor teacher selected by annual vote of all active mentor teachers.
5. It shall be the duty of the mentors to help their mentees. Mentors shall not participate in the teacher appraisal program, nor shall they have any role, directly or indirectly, in any proceeding concerned with termination or non-renewal of a mentee's contract.

3.35 Alternative Elementary School Day Schedule

A Joint Planning and Evaluation Committee for Alternative Elementary School Day Schedules shall be established and shall work within the following guidelines.

1. The Joint Planning and Evaluation Committee shall be formed within thirty days of the ratification of this Agreement.
2. The Superintendent and the President shall each appoint no more than five members to the Committee; one of each five must be a community person not employed by the Board or the AEA. The Committee shall elect its chairperson.
3. The charge to the Committee shall be to consider all the issues and ramifications related to establishing alternative elementary school day schedules, the extension of successful programs to all elementary schools, and recommendations for same.

4. The Committee shall submit its recommendations for the initial program(s) to the Superintendent, the Board and the President by May 15, 1989.
5. The Superintendent shall make his recommendations to the Board no later than June 15, 1989.
6. The Board shall act no later than July 15, 1989.
7. It is agreed that up to ten (10) elementary schools shall be offered the opportunity to participate in the 1989-1990 program(s), provided that this does not result in any additional student transportation expense. More schools may be added upon the recommendation of the Committee and the Superintendent.
8. The alternate school day shall commence not later than 9:00 a.m. The alternate school day shall not result in any increase in instructional time for the student or the length of the member work day.
9. In those buildings where the alternate (earlier, shorter) school day is implemented, Section 3.05 I shall not apply. Instead, each member shall receive 120 to 135 minutes per week break in pupil contact time, said time resulting from one period of instruction per week in art, music, and physical education.
10. The Committee shall not recommend a change in the length of the special subject periods.
11. In those buildings where the alternate school day is implemented, the activity supervisors shall be assigned to supervision of noon time activities, notwithstanding the designations of the School Faculty Council.
12. If the alternate school day eliminates unpaid duty assignments during the noon hour, then not more than one (1) additional meeting per month may be scheduled upon mutual consent of the building representative and the principal. Said meeting may be initiated by the principal or the building representative. These meetings shall not exceed forty-five (45) minutes in length. The provisions of 3.18 (C) and (D) do not apply to these meetings.
13. The Committee shall be reestablished for 1989-1990 under the same guidelines as above. Members of the 1988-1989 Committee may be reappointed.
14. The Committee shall give a preliminary evaluation and recommendation on the alternative school day to the Superintendent, the Board and the President by February 28, 1990.
15. The Superintendent shall make his recommendations to the Board by March 31, 1990.
16. The Board shall act by April 30, 1990.
17. The 1989-1990 Committee shall make its final report to the Superintendent, the Board and the President by June 1, 1990.
18. The Committee shall be reestablished for 1990-1991 under the same guidelines as above. Members of the 1989-1990 Committee may be reappointed.
19. The Committee shall evaluate the further implementations of the alternative elementary schedule for the 1990-1991 school year.
20. The Committee shall make its report and recommendations to the Superintendent, the Board and the President prior to February 28, 1991.
21. The Superintendent shall make his recommendations to the Board by March 31, 1991.
22. The Board shall act by April 30, 1991, if further Board action is necessary.
23. The Committee shall be dissolved as of June 30, 1991.

ARTICLE IV — ABSENCE AND LEAVE

4.01 Authorized and Unauthorized Absence

An absence is not authorized unless it is approved by the Superintendent. Absences may be authorized only if they are specifically provided for in this Agreement and comply with the law governing such absences, or if they are otherwise specifically approved by the Superintendent. Whether or not a member is compensated for an authorized absence, and the amount of any such compensation, shall be governed by the pertinent provisions of this Agreement and/or the law pertaining to such absences. The Superintendent may also authorize absences without pay in accordance with specific guidelines established for such absences.

The seven (7) paid holidays shall not be affected by absence.

4.02 Notification In Case Of Absence

All absences shall be reported in accordance with written procedures.

As soon as the necessity for absence is known, the member shall notify Substitute Services and, whenever possible, the principal or his/her designate. A 24-hour answering system shall be used by Substitute Services.

Should an absence continue beyond a single day, the member shall notify the building (if known before 2:30 p.m.). After 2:30 p.m., the member shall follow the procedures above.

If a member fails to notify the building of a continued absence prior to 2:30 p.m., the substitute teacher shall be released, and the responsibility for substitute coverage of the class rests with the member.

4.03 Certificate Of Absence

All forms used for the certification of an absence shall be compatible with the terms and provisions of this Agreement.

The member shall certify to the Superintendent the cause of the member's absence. Such certification shall also constitute a request by the member for authorization of absence. The school office shall give to the member the appropriate form(s) to be used by the member for the certification of absence. The member shall complete and return the form(s) to the school office within one (1) working day after receipt of such forms. Failure to complete and return the form(s) in a timely manner may result in a delay in the issuance of pay.

The building principal shall sign and forward to the appropriate offices the member's certificate of absence within one (1) working day of receipt of such certification. Approval by the Superintendent of such request shall constitute an authorization of absence from duty.

Members shall not be considered absent when on Board-sponsored / approved field trips. Members shall be responsible, however, for submitting an Attendance Variations Form for Modification of Worksite when on such field trips lasting one (1) school day or longer.

4.04 Certificate of Health

When a member has been absent for more than five (5) but less than ten (10) consecutive work days because of personal illness, a Certificate of Health (Form S-2e) shall be filed with the Division of Personnel Services immediately upon the member's return to work.

In the event that the absence is for ten (10) days or more, a Certificate of Health is to be filed at the end of each ten (10) day payroll period. Failure to file the Certificate of Health will result in delay of compensation for accumulated sick days.

The Certificate of Health shall be signed only by the member and shall list the name and address of the attending physician and the dates the physician was consulted. Nothing in this form shall be construed to waive the physician-patient privilege.

4.05 Epidemic or Other Public Calamity

Members shall be paid for all time lost when schools in which they are employed are closed owing to an epidemic or other public calamity. Public calamities shall be determined by the State Superintendent of Public Instruction.

In the case of absence resulting from travel difficulties between the member's local residence and his place of employment, provided these difficulties are caused by flood, storm or other uncontrollable conditions, the Superintendent shall waive the salary deduction if, in his judgment, the member has made every reasonable effort to get to his place of employment.

In case of absence due to damage or serious and immediate threat of damage to the member's residence resulting from flood, storm or other uncontrollable conditions, the Superintendent shall waive the salary deduction if, in his judgment, such absence was imperative to the protection of property and personal safety of the member and his immediate family.

The Superintendent has the authority, under highly unusual circumstances, to declare schools closed. When the Superintendent exercises this authority, the following conditions shall prevail:

- A. In the event schools are closed because of weather conditions, members are not expected to report to work. Members will be paid for time lost in accordance with State law.
- B. In the event schools are closed because of public calamity (e.g., flood, tornado, storm or epidemic), members are not expected to report to work. Members will be paid for time lost in accordance with State law.

- C. In the event schools are closed because of an energy shortage, members are not expected to report to work; such days are not considered work days, and a modification of the school calendar will be determined by the Board following consultation by the Superintendent with the AEA. A member is assured of his annual contract salary, with no increase in the number of annual days worked.
- D. If for any reason, an entire student body is released after the school day commences, the faculty shall also be released from duty within thirty (30) minutes of the students' departure.

4.06 Absence and Salary Increments

Annual salary increments are earned on the basis of the number of work days for which the member is paid and are granted in accordance with the table set forth in the Schedule of Salaries. The number of work days required for earning a salary increment shall not be increased by the employer except through the collective bargaining process.

4.07 Absence Covered by Sick Days

A substitute shall be provided for any member who is a teacher or librarian absent under the provisions of this section, unless the substitute list has been exhausted.

All members shall be paid regular compensation for time lost due to illness or other causes encompassed by this Agreement for not less than ten (10) days annually. This minimum benefit of ten (10) days shall become effective and available to use annually on the first day of the contract year in which the member is assigned to duty.

After a member has used the full amount of sick day credit provided either by regulations of the Board or earned by such member on the basis of service at the rate of one and one-fourth (1-1/4) days for each month of service, such member may not be lawfully paid for further absence because of illness.

A. Accumulation

Maximum annual accumulation of any employee shall be 15 days.

There shall be a maximum accumulation of unused sick days as follows:

- 320 days — as of July 1, 1988
- 325 days — as of July 1, 1989
- 330 days — as of July 1, 1990
- 335 days — as of July 1, 1991

Sick day credit may be retained during a leave of absence for military service. Additional sick day credit may not be earned during a leave of absence for military service except in the case of temporary military service, said service not to exceed thirty-one (31) days in any one (1) calendar year.

B. Transfer

A member who transfers from one public agency in Ohio to another shall be credited with the unused balance of his accumulated sick days. To receive such credit, a new member shall present to the Treasurer a certification from the public agency in Ohio for which he most recently worked, stating the number of days of unused sick days credited to him at the time of the termination of employment.

C. Use

Members shall be granted sick days as follows:

1. Personal illness or injury, physical disability, emergency dental care, childbirth, disability and/or complications due to pregnancy, or exposure to contagious disease which could be communicated to other employees or to school children: no limit. However, a member on sick days for these or other causes shall be paid only for the number of sick days credited to or earned by such member. Before salary payment can be made for absence because of personal illness or injury, physical disability, emergency dental care, childbirth, pregnancy, or exposure to contagious disease, the member shall submit the appropriate forms to the building principal. Absence of more than five (5) consecutive work days for the above reasons shall require the filing of the appropriate form.
2. A member shall be entitled to complete usage of accumulated sick days for serious illness or disability in the immediate family. Before payment can be made for such absence, the member shall submit the appropriate form to the building principal or his designate. If such absence extends beyond five (5) consecutive work days, the member shall also submit a Statement Of Necessity For Absence (Form S-2f) stating that the member's absence from duty is required.

3. In the event a member uses all accumulated sick days, he or she shall have the option of applying for leave under the provisions of Section 4.09 of this Agreement.

4.08 Absence Other Than Sick Days

A substitute shall be provided for any member who is a teacher or librarian absent under the provisions of this section unless the substitute list has been exhausted.

All members shall be paid regular compensation for absences covered under this section.

A. To Attend Meetings and Conferences

Absence of at least one (1) day per school year may be authorized by the Superintendent to permit each member to visit another school or to attend local, district, state, national and international meetings or conferences of a professional nature. Authorization for such absence shall be obtained prior to the absence by a written request to the Superintendent.

Members who attend such meetings or conferences on business of the Board shall be considered assigned to duty with full payment of salary. A member shall submit an Attendance Variations Form (S-2j) before payment of salary can be made.

When appropriations for expenses incurred in attending a professional meeting or a conference have been authorized by the Board, a member shall be reimbursed, or have his expenses paid, upon approval by the Superintendent. In cases where appropriations for such expenses have previously been made by the Board, such expenses shall be paid or reimbursed, upon approval of the Superintendent, within the limits authorized by the Board.

B. For Temporary Military Service

A member who is a member of the organized militia, or who is a member of another reserve component of the armed forces of the United States, is entitled to be absent from duty without loss of pay for such time as he is in the military service on field training or active duty for periods not to exceed thirty-one (31) days in any one (1) calendar year.

C. For Jury Service

A member who has received notice from the commissioner of jurors to serve as a juror shall present said notice to the principal or immediate supervisor upon receipt of same. The principal or immediate supervisor shall make necessary arrangements for substitute services.

The member shall be excused according to law and established administrative practice.

D. Justifiable Absence

All full-time members shall be granted days of absence for personal business during each calendar year without loss of pay or deduction from sick days. Personal business is an obligation or emergency over which the member has no control and which requires immediate attention. Generally, these are limited to one (1) day per occurrence. When five (5) hours or more of travel time are required, additional time shall be granted.

Notice of such absence shall be given as far in advance as possible.

In giving such notice, or upon return to school, if the justifiable absence was for an emergency, the member shall submit the appropriate form which shall require only a check mark for items listed below.

In the case of all disputes concerning justifiable absences as to decisions made by the Personnel Office, the following special procedure shall apply. Two (2) members designated by the AEA and two (2) members designated by the Superintendent shall constitute a panel. From the panel three (3) names shall be drawn through a blind selection procedure. Those three (3) members shall decide the matter of justification for absence under this provision by a majority vote.

Emergencies

Accidents in the immediate family or affecting family property.

Travel conditions which make it impossible to report for work.

Obligations

Observance of religious holidays.

Attendance at graduation exercises beyond high school involving a member or a member of his immediate family.

Physical examination for induction for military service.

Accompanying a member of the immediate family to a terminal upon departing for service outside the continental United States, or meeting a member of the immediate family returning from such service.

Attending a wedding involving the member or a member of his immediate family.

Attendance at ceremonies where the member or a member of his immediate family is receiving an award of major significance.

Appearance with civic, musical or drama groups on a non-paid basis.

Court appearances as litigant or witness.

To attend the funeral or memorial service of a close friend.

The Superintendent may authorize Justifiable Absence for other reasons. The reason for such request shall be included in writing on the appropriate form.

E. Unrestricted Absence

Authorization of one (1) day personal absence shall be given any member with an accumulation of one hundred (100) or more sick days (as of September 5 of each year), and may be taken at a time other than immediately prior to or after a scheduled holiday and/or a vacation period.

Use of the unrestricted day is prohibited on Parent-Teacher Conference Days and Open House.

F. Absence for Death

For death in the member's immediate family, three (3) days will be provided, and for death of other relative, two (2) days will be provided, except that the Superintendent may increase the number of such days in the event circumstances justify authorization of additional days of absence with pay.

G. Absence Due to Assault

Members shall be granted paid days of absence due to injury resulting from a physical assault by any person when performing his/her official duties.

The member shall be paid regular compensation for time lost due to an assault. If the absence extends beyond fifteen (15) days, the member may be required to submit to an examination by a Board-appointed physician. The examination will be conducted at Board expense. Additional time beyond the fifteen (15) days may be authorized by the Superintendent after consultation with the Board-appointed physician.

To qualify for absence due to assault, the member must follow procedures outlined in Section 3.24 Assault and if medical attention is required, or if the absence extends beyond three (3) working days, submit a written physician's statement describing the nature and anticipated duration of the disability.

Paid days granted due to assault shall not be deducted from the member's accumulated sick days.

H. For Other Causes

Absence caused by unusual and abnormal circumstances shall be authorized by the Superintendent, if such absence is in the best interest of the member and the schools.

4.09 Leave of Absence

Members may, under conditions specified herein, be granted leaves of absence for the following purposes: illness; parental; unrestricted; dependent care; teaching outside the United States; professional study, travel, research or improvement; Peace Corps; Teacher Corps; public office-community service; and military service.

Leaves of absence may be authorized only by the Board upon the recommendation of the Superintendent and as provided by the following rules and regulations, and within the provisions of the Ohio Revised Code governing such leaves.

A leave of absence—if approved—shall be granted for the remainder of a school year or for one (1) full year.

Leaves granted for professional study, travel or research shall be in effect for the remainder of a school year but no longer than one (1) school year. All other leaves may be extended for a second school year if proper procedures are followed.

For the purpose of regulations on leaves of absence, members on authorized leaves of absence shall be considered as maintaining the characteristic of continuity of service provided such leaves do not total more than two (2) years.

Full credit on the salary schedule shall be granted for authorized leaves of absence for

military service; study, travel, research or professional improvement; and for teaching outside the United States or service in the Peace Corps or Teacher Corps.

Failure to report for duty following the expiration of a leave of absence, unless additional absence is authorized, or failure to comply with the provisions of the leave, may be considered by the Board as termination of contract by the member.

Early Termination of Leave

Termination of a leave of absence before its expiration date will be considered when the member files a written request for such early termination to the Assistant Superintendent. If there are no vacancies at the time of the request, early termination of the leave shall be at the discretion of the Superintendent and in accordance with the needs and interests of the schools.

A. Illness Leave

Eligibility

Any member who is unable to perform satisfactorily the duties of his position because of personal illness or other disability, may be granted a leave of absence without pay for the remainder of the school year or for a full school year. Such leave of absence may be renewed for an additional school year.

Application for Leave

Application for such leave shall be made at the member's discretion. An application for renewal shall be made at least thirty (30) days before the expiration of the leave.

The application for such a leave of absence or a renewal thereof shall be accompanied by a statement from the attending physician stating the nature of the illness or disability, unless such statement is waived by the Superintendent.

Early Termination of Leave

Termination of a leave of absence before its expiration date, provided the request for termination is made in writing by the member to the Superintendent and that the request is accompanied by a statement from the attending physician, recommending return to duty, shall be at the discretion of the Superintendent and in accordance with the needs and interests of the schools.

Application for Reinstatement

Application for reinstatement shall be made at least thirty (30) days before the expiration of a leave of absence for personal illness. Not less than ten (10) days before the termination of the leave, the member shall submit a written statement from the attending physician, certifying that the member has been medically examined and that he is or will be able to resume his duties with the Board when the leave of absence expires. The Board may require, at Board expense, an examination by a Board-approved physician before the member is reassigned.

If the member's leave of absence does not exceed forty-five (45) working days, the member shall return to the same assignment held at the time said leave commenced.

If the member's leave of absence extends to more than forty-five (45) working days, the member shall return to the same assignment held at the time said leave commenced, if available; if not, to an equivalent assignment.

Unrequested Leave of Absence

If a member is unable to perform satisfactorily the duties of his position because of physical or other disability, or if the member has been absent due to personal illness following the expiration of his sick leave, the Superintendent may recommend, without the request of a member, a leave of absence for a part of the school year, and renewals thereof, and the Board may grant such leave in accordance with the provisions of the law.

B. Dependent Care Leave

Eligibility

A member may be granted a leave of absence without pay for the remainder of the school year in order to care for an incapacitated member of his immediate family. Such leave may be renewed for no more than two (2) semesters.

Application

An application for dependent care leave shall be made at the member's discretion. Said request must be accompanied by a statement from the attending physician which indicates that the member's presence, on a full-time basis, is vital to the recovery of the individual under treatment. An application for renewal shall be made by April 15 of the school year for which the initial leave was granted.

Early Termination of Leave

Termination of a leave of absence before its expiration date, provided the request for termination is made in writing by the member and that the request is accompanied by a statement from the attending physician, recommending return to duty, shall be at the discretion of the Superintendent and in accordance with the needs and interests of the schools.

Application for Reinstatement

Application for reinstatement must be made by April 15 of the school year in which the leave has been granted.

Upon return from a leave of absence for dependent care, the member shall be returned to the same position that he held at the time said leave commenced, if available; if not, to an equivalent position.

C. Teaching Outside the United States or Service in the Peace Corps or Teacher Corps

Eligibility

Any member who has completed three (3) or more consecutive years of regular service in the Akron Public Schools immediately prior to his request for leave, shall be granted a leave of absence without pay for teaching outside the United States, or for serving in the Peace Corps or Teacher Corps. A leave of absence for teaching outside the United States or for serving in the Peace Corps shall be limited to two (2) school years.

Application for Leave

The application for leave for teaching outside the United States or for service in the Peace Corps or Teacher Corps must be made at least sixty (60) days prior to the beginning of such requested leave. Contractual or other evidence verifying the member's plan for the period of the leave shall be submitted with the application.

Exchange Replacement of Member

If the proposed teaching in another school outside the United States involves an exchange and the use of a teacher from outside the Akron Public Schools as a replacement for the member on leave, such replacement shall be approved by the Superintendent before the requested leave is granted.

Notification of Intent to Return

Notification of intent to resume employment must be made at least sixty (60) days prior to the expiration of a leave of absence for teaching outside the United States or service in the Peace Corps or Teacher Corps. Supporting evidence shall be presented which specified the beginning and termination dates of the member's service elsewhere, and which indicates that the plans under which the leave was granted were carried out.

Reinstatement

Upon reinstatement, the member's salary shall be the same as he would have received had the period of his leave been spent in the Akron Public School System, and he shall be returned to the same position which he held at the time his leave commenced, if available, if not, to an equivalent position.

D. Professional Study, Travel or Research

Eligibility For Leave Without Pay

A member who immediately prior to his request for leave has completed three (3) consecutive years as a member of the professional staff of the Akron Public Schools, excluding those years counted for obtaining a leave with partial pay, may be granted a leave of absence without pay for study, travel, or research for one (1) full semester or two (2) full semesters, but no longer than one (1) school year.

Application for Leave

Application for leave for professional study, travel, research or professional improvement shall be made at least sixty (60) days prior to the beginning of such requested leave. The application for such leave of absence shall be accompanied by an outline of the program of study or research to be pursued, or the scope and nature of the travel to be undertaken, or the proposals for professional improvement. It is intended that study and other proposals for professional improvement shall include a full graduate load and shall lead to the completion of a degree in the member's field or area of professional service, if such degree, either undergraduate, or graduate, is not already held. Application for leave for travel shall outline in detail the scope and nature of the travel, shall make provisions for an itinerary covering a minimum of four (4) months or eight (8) months, shall show how such travel will contribute directly to improved classroom instruction or to improved professional services

by the member, and shall give reasons why such travel may not be accomplished when schools are not in session or when the member is not on duty.

Regulations Relating to Leave With Partial Pay

The Board may not grant a leave with partial pay unless there is available a satisfactory replacement.

The number of such leaves granted per year shall be at the discretion of the Superintendent, except that no more than 5 percent of the professional staff may be on leave for study, travel, research or professional improvement at any one time.

Leave for professional improvement may not be granted to any member more often than once for each five (5) consecutive years of service, nor may leave be granted a second time to the same individual when other members of the staff, in sufficient numbers to fill the quota for the period, have filed a request for, and are awaiting such leave.

The amount of partial pay which a member shall receive while on leave under the provisions of this section shall be equal to the difference between the substitute's pay and the teacher's expected salary.

Upon his return from leave, a member's salary and fringe benefits shall be the same as he would have received had the period of his leave been spent in the Akron Public School System, and he shall be returned to the same position that he held at the time said leave commenced, if available; if not, to an equivalent position.

All members shall, as a condition of approval for leave of absence for professional growth, sign a written agreement to return to service in the Akron Public Schools for a period of at least two (2) years immediately following satisfactory completion of the program for professional improvement within the specified period, or to refund the Board all the partial pay received during the period of leave. The refund requirement shall not apply in case of death of the member while on leave; in the cases of illness or injury, the obligation will be deferred until the member can resume his employment. Refund of pay received on leave may also be required if the member fails to complete satisfactorily the program of professional improvement unless such failure was beyond his control. Obligations arising under this agreement may be deferred if the member is granted a leave of absence under other provisions of these rules and regulations immediately following a leave of absence for professional improvement, or if other types of leave are granted prior to the completion of the required year of service, such deferment not to extend beyond the other types of leave plus one (1) year.

Notice of Intent to Return

Notice of intent to resume employment shall be made at least sixty (60) days prior to the expiration of a leave of absence for study, travel, research or professional improvement. The application shall be accompanied by supporting evidence or statements showing that the plan for study, travel, research or professional growth was substantially carried out.

Full credit on the salary schedule shall be granted for the time spent in approved study, travel, research or professional improvement.

E. Military Leave

Eligibility

Any member shall be granted a leave of absence to be inducted or otherwise enter military duty in accordance with the provisions of the law.

Application for Leave

The application for leave for military duty shall be made as far in advance of that duty as is feasible, but not later than the date upon which orders to report for military duty are received.

Notice of Intent to Return

Notice of intent to resume employment shall be given within ninety (90) days after discharge from the military service for which leave was granted.

Reinstatement

Upon evidence of honorable separation from military service and upon proper application for reinstatement to duty, a member shall be reemployed at the beginning of the next school semester, subject to passing a physical examination, provided such application is made not less than thirty (30) days prior to the first day of the next school semester, unless the Board waives the requirement for such thirty (30) day period, or unless the Board wishes to reassign the member at an earlier date as requested by that member.

For purposes of seniority and placement on the salary schedule, years of absence in the service of the armed forces of the United States or the auxiliaries thereof, shall be counted as though teaching service has been performed during such time.

F. Public Office — Community Service

Among members are many individuals who utilize their talents, and limited time, in the betterment of the quality of life in the community. These contributing individuals assume leadership roles and responsibilities in philanthropic, civic, fraternal, and religious organizations.

1. Upon written request, a member may be granted time off — without pay — for a maximum of thirty (30) work days per calendar year to campaign for an elected office.
2. If elected or appointed to public office, the member shall request an assessment conference with the Assistant Superintendent to determine the relationship between said office and responsibilities to the Board. The result of the conference and any agreement thereof, shall be placed in writing.
3. A member elected or appointed to a public office — which does not permit said member to meet the terms and conditions of his/her employment — may request a leave of absence without pay for one (1) term of such elected position, or in the case of an appointed position, a maximum of two (2) years from effective date of the appointment.

Eligibility

Any member who is appointed or elected to public office, subsequent to three (3) or more years of regular service in the Akron Public Schools immediately prior to his request for leave, and who desires to return to the employ of Board at a future date, shall be granted a leave of absence without pay.

Application for Leave

The application shall be submitted within five (5) days after election or appointment to public office. The leave period shall be the initial term of office.

Application for Reinstatement

Application for reinstatement shall be made at least thirty (30) days prior to the expiration of the leave.

Reinstatement

Reinstatement shall be to the former or equivalent position. In case of a member on ratio, the reinstatement may be to a position less than equivalent.

G. Parental Leave

A member anticipating the birth or adoption of a child shall be granted a parental leave of absence upon request.

Said request shall be made at least ten (10) working days prior to the requested effective date of the leave. The request shall be accompanied by a statement from an attending physician, or an official of the adoption agency, indicating the anticipated arrival of the child.

Such leave shall be for the remainder of the school year in which the child's arrival is to occur, unless such leave is earlier terminated, as hereinafter provided. The leave may, upon the request of the member, be extended for one (1) additional school year.

Application for Reinstatement

Application for reinstatement may be made by the member at any time subsequent to the arrival of the child, and the member shall be reinstated ten (10) days after receipt of written request to the Superintendent. Upon returning to the school system the member shall be returned to the same position, if available, or to an equivalent position. If a specific building assignment is not available, the member will be returned to contract status and assigned to the Itinerant Payroll.

H. Unrestricted Leave

Members may elect to obtain a one year leave of absence without specification of the reason therefore upon submission of a request within 60 days before the commencement of the school year. In the event that a member so requesting a leave desires to return to employment, he shall notify the Division of Personnel Services in writing not less than 60 days before the commencement of the following school year. No member may apply for a leave of absence under this provision more than two (2) times, and no leave may be taken

except upon the expiration of a five year period of continuous service. The period of such leave shall be one (1) school year. Reinstatement shall be to the former or equivalent position. The Board shall not be obligated to purchase retirement credit for any member not returning to the employment of the Board subsequent to an unrestricted leave.

ARTICLE V — CONTRACTS AND CERTIFICATION

5.01 Contracts of Members

A. Limited Contract

A limited contract is entered into by the Board with each member who holds a temporary or provisional teaching certificate.

B. Continuing Contract

A continuing contract is entered into by the Board with a member who holds a professional certificate or a permanent or life certificate, and who within the last five (5) years has been employed as a teacher and/or counselor for at least three (3) years in this school district, or, in the case of a member having attained continuing contract status elsewhere, who has completed two (2) years of service in this district, or who is recommended for a continuing contract by the Superintendent at any time during such two (2) years of employment. A continuing contract shall remain in effect until the member resigns, retires, or until the contract is terminated as prescribed by law.

5.02 Teaching Certification of Full Time Members

A certificate, issued by the Ohio State Department of Education and valid for the specific assignment of the full time member, must be on file in the Division of Personnel Services. While the Superintendent will make every effort to give each member prior notice of the expiration date of the member's certification, it is the sole responsibility of the member to provide the Superintendent with a certificate, original or renewal. After the first sixty (60) days of a school year, no salary payment will be made to a member whose certificate is not on file.

5.03 Professional Certificates

The procedures for securing a professional certificate shall be governed by applicable State Department of Education standards. If a member's application for a professional certificate is approved by the Superintendent and forwarded to the State Department of Education prior to March 15, the member shall be considered, for the purpose of staff reduction, as holding continuing contract status.

When approval of a member's application for conversion of a provisional certificate to a professional certificate by the Assistant Superintendent is in doubt, a conference shall be held within ten (10) days, or at a time mutually agreeable, with the member, the Assistant Superintendent, the building principal, and a representative of the AEA, at which time the reasons for the refusal shall be reviewed. Following the conference, a written summary of the conference and the reasons for the refusal shall be provided to the member. Procedures for reapplication shall also be a part of the communication.

5.04 Permanent Certificates

The procedures for converting a professional certificate into a permanent certificate of like type shall be governed by applicable State Department of Education standards. When approval of a member's application for conversion of a professional certificate to a permanent certificate is refused by the Superintendent, the member shall be notified of the refusal and the specific reasons for the refusal in writing within ten (10) days of the receipt of the application.

Upon request of the applicant a conference shall be held within ten (10) days, or at a time mutually agreeable, with the Assistant Superintendent, the building principal, and a representative of the AEA, at which time the reasons for the refusal shall be reviewed.

Should the Superintendent fail to approve the application within ten (10) days following the conference, it becomes subject to the grievance procedure.

ARTICLE VI — SELECTED JOB DESCRIPTIONS

6.01 The Elementary and Secondary Counselor Position

A. Assignment

To be appointed to the position of counselor, the applicant must possess a Master's Degree and a four-year Pupil Personnel certificate.

Applications for the position of counselor shall be screened by a committee composed of the Coordinator of Counselors and two (2) administrative personnel appointed by the Superintendent, and two (2) counselors recommended by the President; they shall forward a list of acceptable candidates to the Assistant Superintendent, for interview and appointment.

B. Relationship

Counselors shall be directly responsible to the principal and to the Coordinator of Counselors in areas defined by The Role of the Counselor.

The Coordinator shall have the authority to interpret the role, to determine the relationship between the counselor and the building staff and administration, and to supervise the counselors in any other area.

C. Community Relations

Knowledge of and contact with the surrounding community is required for the adequate performance of the counseling tasks; therefore, the counselor is encouraged to initiate community contacts which will increase his knowledge of the community resources, help relate the program of the Akron Public Schools to the community, and make other neighborhood contacts which have professional validity.

When it is desirable for the counselor to leave the building during the school day to perform these duties, he shall make the necessary arrangements with the principal and/or the Coordinator of Counselors.

D. Role

1. The counselor of a building shall assume responsibility for planning, implementing and developing a guidance program appropriate to the needs of the students within that school.

The program shall be published annually by November 15, with a copy to be filed with the building principal and the Coordinator of Counselors.

The program shall be evaluated throughout the school year by the counselor, principal, and the Coordinator of Counselors.

In each building a Guidance Advisory Committee shall be selected annually by the building principal and the names of the members of said Committee shall be forwarded to the Coordinator of Counselors annually with the Guidance Program.

The purpose of this committee shall be to discuss with the counseling department the needs of the pupils in the personal and curricular environment and the needs of the home and the community as they relate to the pupils.

The evaluation shall be forwarded to the Guidance Advisory Committee and the Coordinator of Counselors by May 15.

Counselors shall not be assigned to perform regular daily supervisory duties with regard to students.

2. The counselor assumes responsibility for being involved in a curriculum committee, which shall be appointed annually to provide for study of current curriculum in the Akron Public Schools and for the exploration of possible changes which ought to be given consideration. This curriculum committee shall be appointed by a joint committee consisting of the President of the Akron Counselors Association, the Assistant Superintendent of Curriculum and Instruction, with the Director of Secondary Education as Co-Chairmen.

This curriculum committee shall serve as a communication medium for counselors and Curriculum Office personnel to share ideas on current curriculum and possible changes for curriculum.

This curriculum committee shall hold meetings as felt needs develop on the part of counselors and Curriculum Office personnel.

3. The major responsibility of the counselor shall be to the students. He shall help each student to:

- a. understand himself in relation to the social and psychological world in which he lives
- b. accept himself as he is
- c. develop personal decision-making competencies
- d. resolve special problems

- e. in transfer cases, the receiving counselor shall assume responsibility for assisting the student to make a satisfactory adjustment to the new school environment.
4. The counselor shall assume the role of leader and consultant in the school's program of pupil appraisal by:
 - a. coordinating the accumulation and use of meaningful information about each pupil
 - b. interpreting information about pupils to them, to their parents, to teachers and to others who are professionally concerned
 - c. helping to identify pupils with special abilities or needs.
5. The counselor shall collect and disseminate to pupils and their parents information concerning:
 - a. school offerings
 - b. opportunities for further education
 - c. careers and career training opportunities.
6. The counselor shall coordinate the use of services available beyond those he can provide by:
 - a. making pupils and their parents aware of the availability of such services
 - b. making appropriate referrals
 - c. maintaining liaison and cooperative working relationships with other pupil personnel specialists and with agencies in the community where special services are available
 - d. encouraging the development and/or extension of community agencies to meet special pupil needs.
7. The counselor shall assist in providing placement services for pupils by:
 - a. planning with teachers and administrators for grouping and scheduling of pupils
 - b. helping pupils make appropriate choices of school programs and develop long-range plans for study
 - c. helping pupils make a successful transition from one school level to another, from one school to another, and from school to employment.
8. The counselor shall help parents, at their request, by:
 - a. acting as a consultant to them regarding the growth and development of their children
 - b. providing them with information about career opportunities and requirements; and information about counseling programs and related guidance services available to them and to their children
 - c. providing them with information about their children (with due regard to the child's desire for confidentiality)
 - d. assisting them to develop realistic perceptions of their children's development in relation to their potentialities.
9. The counselor shall serve as a consultant to members of the administration and teaching staffs in the area of guidance by:
 - a. interpreting appropriate individual pupil data with them (again with due regard for the pupil's desire for confidentiality)
 - b. helping them to identify pupils with special needs or problems
 - c. being involved in psychological and adjustment transfers from his building
 - d. entering into the areas of discipline or attendance with certain pupils in order to accomplish a change in behavior through counseling procedures. When the counselor becomes involved in the area of discipline, such involvement shall not include the administering of punishment nor shall the counselor make daily attendance calls
 - e. participating in inservice training programs

- f. assisting teachers to secure materials and develop procedures for a variety of classroom group guidance experiences
 - g. serving as an advisor to the student as to the appropriateness of individual schedules and as a consultant to the principal and the staff of a building. The counselor may be involved cooperatively with the building administrator in the selection of students for courses, classes or other such needs of fitting the child to the appropriate schedule.
10. The counselor shall conduct or cooperate with others in conducting local research related to pupil needs and how well school services are meeting those needs by:
 - a. contacting graduates and dropouts
 - b. comparing scholastic aptitudes with achievement, selection of courses of study and post high school experiences
 - c. studying occupational trends in the community
 - d. evaluating the school's counseling and guidance services.
 11. The counselor shall carry out a program of public relations by:
 - a. participating in programs of various community groups
 - b. furnishing information regarding the counseling and guidance programs to local publishers, radio and TV stations.
 12. Counselors are expected to become involved in extracurricular activities. They shall not, however, be assigned extracurricular activities.
 13. **Counselor-Pupil Ratio**
 - a. the counselor-pupil ratio for each secondary building shall be determined annually after the first 25 school days and shall be reported to the Board of Education at its next regular meeting
 - b. in determining the counselor-pupil ratio, all employees, certified or otherwise, who are not assigned full-time responsibilities as counselors shall not be included as counselor in determining the ratio.

6.02 The Librarian Position

All Akron public school secondary libraries shall be supervised by certificated librarians. Each librarian shall be assigned a daily duty-free lunch period.

During the extended school year, the library in each school shall have the full-time services of two (2) assistants, one (1) of whom shall have typing skills.

The school librarian's duties include:

- a. Catalog and supervise the preparation for circulation of all media housed in the Learning Resource Center. Non-book media should be catalogued according to the "Non-Book Media Processing Manual," publication No. 214.
- b. Maintain shelf-lists that reveal statistics of numbers of items, date, source of funds (ESEA II, Board of Education, NDEA, HB531, SB350, ECIA, etc.) and cost of acquisitions.
- c. Be prepared to submit accurate statistics upon request.
- d. Inventory materials annually.
- e. Conduct an orientation for newly assigned staff members.
- f. Prepare and circulate among students and staff selected lists of acquisitions from time to time.
- g. Prepare and circulate a handbook describing the services and procedures practiced in the Learning Resource Center.
- h. Train and supervise paid technical assistants as well as student assistants.
- i. Encourage the organization of student assistants affiliating with district and state organizations.
- j. Conduct student orientation in small or large group sessions as needs arise, not necessarily limiting such activity to the fall semester.
- k. Encourage class visitations accompanied by teachers to pursue meaningful research or recreational reading, listening, or viewing activities.

- l. Confer with teachers and students preparatory to embarking on instructional projects, providing bibliographies upon teacher request.
- m. Assist school committees and department heads in selecting materials for courses of study.
- n. Develop a collection of materials for the professional staff.
- o. Keep abreast of the merits of currently published and/or manufactured media using the findings of reputable reviewing agencies.
- p. Arrange and frequently change bulletin board displays.
- q. Devise ways to promote the use of multi-media materials among students and staff.
- r. Visit classrooms to ascertain needs and introduce appropriate materials on occasion.
- s. Publicize the activities of the Learning Resource Center in the school newspaper and by other means.
- t. Participate in inter-library loans.
- u. Enlist the services and resources of the community in extending the impact of the Learning Resource Center.
- v. Submit an annual report to the principal and a copy to the Director of Media Services at the close of each school year.
- w. Affiliate with professional organizations such as Ohio Association of School Librarians, American Association of School Librarians, Summit County Association of School Librarians, and Educational Media Council of Ohio.

6.03 The Kindergarten Position

A. Kindergarten Eligibility

To be considered for the position of Kindergarten teacher, the appointee or applicant must possess a valid Early Childhood, Kindergarten-Primary (K-3), or Kindergarten-Elementary (K-8) Certificate, and the member should have a minimum of one-half (1/2) of the student teaching experience in a Kindergarten program.

B. Kindergarten Working Conditions

The Kindergarten teacher shall:

1. Have a certificated educational assistant when unusual circumstances arise such as:
 - a. Assignment in two (2) buildings (the member shall make the determination as to which section the assistant shall be assigned).
 - b. More than seventy (70) students per day in one (1) building. (A full-time assistant shall be assigned under these circumstances.)
 - c. Pupils housed in a building other than a public school classroom.

When possible, a Kindergarten assistant shall be provided within five (5) working days from the time an unusual circumstance arises. Such assistant shall be used strictly as a Kindergarten educational assistant.

2. When a child study report is completed, the member, psychologist, parent and principal shall meet to confer on the report. If the conference occurs at a time not convenient to the member, the psychologist and member shall confer on the report.
3. Have responsibility for recommending retention of their students. The member shall meet and confer with the parents and offer reasons for the retention.
4. Have two (2) parent conferences per year.
5. Be provided at least a thirty (30) minute lunch period per day. Travel time between two (2) buildings shall not be part of the thirty (30) minutes.
6. Receive an annual supply allowance of \$200 in addition to the per pupil allowance.

- C. The Kindergarten teacher shall not be required to have lunch, bus, door (other than at their own room), hall, playground, or other duty.

D. Kindergarten Special Subjects

When possible, Kindergarten children shall receive one twenty (20) minute period per session per week of either art, music, or physical education taught by specialists certified in those areas.

All-day Kindergarten children shall receive one (1) section of instruction per week in art, music, and physical education taught by specialists certificated in those areas.

- E. A child shall not be placed in Kindergarten as an alternative to special education class placement, except in those instances where an IEP has been prepared and where the IEP calls for mainstreaming.

ARTICLE VII — RIGHTS OF THE AEA

The AEA shall have the exclusive association privileges enumerated in this Article.

7.01 New Staff Members

Names and addresses of newly employed professional staff members shall be provided to the AEA as early as practicable following Board approval of their contracts.

7.02 New Teachers Luncheon

The AEA may sponsor a luncheon for new teachers which may be held on one (1) of the scheduled new teacher orientation days. New teacher attendance shall be voluntary.

7.03 Written Communication

A copy of any written communication from the Administration Building, directed to all members of a building or department shall be sent to the President and the AEA Office at the time such written communication is distributed to the members.

Administrative personnel of the Akron Public Schools shall be provided copies, at the time of distribution, of the following: 1) Random Notes, 2) Akron Teacher.

7.04 Forms

All forms which require the signature of members shall be reviewed by the AEA and the Superintendent.

7.05 Professional Conferences and AEA Activities

The Superintendent shall authorize up to 125 days with pay per year to members elected to represent the AEA or chosen to serve on programs or in any official capacity at AEA meetings, conferences or conventions. Additional days beyond 125 may be granted to members elected to official bodies with whom the AEA may be affiliated.

Request for these absences shall be submitted to the Superintendent by the President.

7.06 Payroll Deductions

The employer shall provide payroll deductions for AEA dues, Akron Teachers Political Action Committee contributions, and Agency Fees.

The enrollment period for payroll deduction of membership dues shall be the first 45 days each school year. Authorization for payroll deduction for membership dues shall be on a continuing basis from year to year, unless a request for withdrawal is submitted in writing to the Treasurer, with a copy to the AEA. Payroll deduction for membership dues shall commence with the fourth (4th) pay period.

7.07 Agency Fees

SECTION 1. No employee covered by this Agreement shall be required to become or remain a member of the AEA as a condition for securing or retaining employment with the Employer.

SECTION 2. As of the effective date of this provision or sixty (60) days after being hired, whichever occurs later, any employee covered by this Agreement who chooses not to become a member of the AEA shall be obligated to pay the AEA a fair share fee in accordance with applicable law. Fair share fee payments shall also be made by any employee who is currently a member of the AEA but who discontinues membership in the AEA during the term of this Agreement.

SECTION 3. The fair share fee referred to above shall not exceed the amount of regular dues charged to full time employees who are AEA members. Substitutes shall pay a daily rate fair share fee for each day worked, not to exceed one (1) dollar per day, up to a maximum of one-half the fair share fee for full time employees. Tutors and other part time employees shall pay a biweekly fair share fee of five (5) per cent of the full time fair share fee, up to a maximum of one-half the fair share fee for full time employees.

SECTION 4. In accordance with applicable law, the AEA has established a written, internal

fair share fee procedure (hereinafter the "AEA fair share fee procedure"). The AEA fair share fee procedure has been approved, as part of a class action settlement, by a federal district court of competent jurisdiction. The AEA shall annually notify the Employer and AEA non-members of the AEA fair share fee procedure.

SECTION 5. The AEA retains the right to modify the AEA fair share fee procedure. All such modifications must be consistent with the requirements of applicable law. The AEA agrees to provide written notice to the Employer and to each AEA non-member of any modifications of the AEA fair share fee procedure which become effective during the term of this agreement.

SECTION 6. Fair share fees as described in this provision shall be deducted by the Treasurer from the payroll checks of non-member employees and forwarded to the AEA on a bi-weekly basis in the same manner as regular membership dues are deducted and forwarded by the Treasurer for the AEA members under Section 7.06, Payroll Deductions, of this Agreement, except that written authorization for such deductions shall not be required from non-member employees, and except for substitute teachers, tutors and part time employees for whom a separate procedure is set forth under Section 3 of this clause.

SECTION 7. Any employee covered by this Agreement who has been declared by the State Employment Relations Board to be exempt from becoming a member of or financially supporting a public employee organization for religious reasons pursuant to Ohio Revised Code 4117.09 (c) shall not be required to join or financially support the AEA as a condition of employment. Any such employee shall be required to pay, in lieu of the fair share fee described above, an amount of money equal to such fair share fee to a non-religious charitable fund exempt from taxation under Section 501 (C) (3) of the Internal Revenue Code, the specific organization to be agreed upon by the employee and the AEA. In addition, any such employee shall furnish to the AEA written receipts evidencing the monthly payment of such amounts. In the event any such employee fails to make such payments or fails to furnish such receipts, said employee shall be subject to the same sanctions as an employee who has failed to pay membership dues or the fair share fee hereunder.

SECTION 8. The AEA hereby indemnifies the Employer against any and all other forms of liability which may arise by reason of the Employer's action in deducting and forwarding fair share fees pursuant to this provision.

The Employer and the AEA will cooperate fully in order to ensure the effective implementation of the AEA fair share fee procedure. In connection with the same, the Employer will provide the AEA with the name, home address, and building assignment, if any, for any employee who is hired by the Board and who would fall within the AEA bargaining unit. Such notice shall be provided within seven days of hire.

7.08 26-Pay Plan

The Board shall, through the auspices of the AEA 26-Pay Plan, provide the members with the option of a 26-equal-pay plan or the regular 19-Pay Plan. The 19-Pay Plan will be assumed unless the member enrolls in the 26-Pay Plan.

The enrollment for the 26-Pay Plan shall be within the first 10 days of school and shall be on a continuing basis. Application for the 26-Pay Plan shall be made through the AEA building representative.

Members wishing to withdraw from the 26-Pay Plan shall do so in writing to the Treasurer during the first 10 days of school.

7.09 Use of School Mails and Bulletin Boards

The AEA shall be authorized to use the school mails and members' mailboxes for AEA business. The AEA office shall be part of the "pony" (regular school mail route).

The principal in each building shall designate a bulletin board in that building for the exclusive use of the AEA and the employer. The bulletin board shall be located in an area readily accessible to and normally frequented by the members.

7.10 Use of School Facilities and Equipment

The AEA shall have the right to use school facilities and equipment when such facilities and/or equipment are not otherwise in use. The use of such facilities and/or equipment shall be for AEA business. Supplies necessary for the use of equipment shall be furnished or paid for by the AEA.

7.11 AEA Business

The AEA may conduct Association business on school property during school hours. The conduct of such business shall not interfere with the program of instruction.

The President and/or his representative shall be permitted to visit schools to investigate working conditions, teaching complaints or problems, or for other purposes related to AEA business. The President and/or his designate shall follow normal visitation procedures.

When a custodian is on duty, the building may be utilized without cost to AEA. At all other times, the AEA may use the building according to the regulations established by the Office of Business and Finance.

A member may, if he deems it necessary, request the presence of an AEA representative at any conference (other than those sessions scheduled for the purpose of discussing a member's year-end evaluation or a classroom observation). When such a request is made, the conference shall not proceed until the representative is in attendance.

7.12 Extra Duties for Building Representatives

Building Representatives of the AEA shall carry a full instructional load. In the Secondary, they shall not be assigned a homeroom or extra duty; in the Elementary, they shall not be assigned to duty before or after school nor at the lunch period.

AEA Building Representatives shall be limited to one (1) representative for each 40 members and one (1) for each additional major fraction thereof.

7.13 Released Time for the AEA Building Representative

The AEA Building Representatives meetings shall be scheduled at a time other than the regular monthly professional staff building meetings. They shall also be scheduled so that they do not conflict with the closing of school. These meetings are customarily held on Thursdays. Building Representatives, elected officers and committee chairmen shall be excused from other building meetings to attend the monthly Building Representatives meeting.

7.14 Financing of the Public Schools

The Superintendent or an appointed committee shall meet yearly with representatives of the AEA to discuss the financial position of the schools. Such discussion shall occur each May and/or prior to a determination to seek additional financial support of the electorate.

7.15 Joint Professional Problems Committee

The Joint Professional Problems Committee shall be composed of four people selected by the Superintendent (one of which shall be the Assistant Superintendent) and four people selected by the President.

The Committee shall meet regularly, at least once a month, throughout the calendar year except that meetings may be cancelled by mutual agreement of the Assistant Superintendent and the President.

The Committee shall attempt to resolve any problems, general or specific, which have system wide implications, and which are brought before the Committee by either the Assistant Superintendent or the President.

Accords reached through committee discussion which require distribution outside the Committee membership may be summarized in written statements of agreement and signed by both the Assistant Superintendent and the President.

7.16 Leave of Absence for AEA President and/or Vice President

At the request of the AEA Board of Trustees, a leave of absence with full pay shall be granted to the President and/or Vice President for the years for which he is elected. The AEA shall reimburse the Board for the total cost of such leave, including the cost of fringe benefits and retirement.

The President and/or Vice President shall retain the full rights to which he would have been entitled had he continued the performance of his duties in the Akron Public Schools during the period of leave.

7.17 Rights of Members Under This Agreement

All existing Board policies, instructions, or handbooks shall in no way limit the rights granted members in this contract. Any portion of an existing document inconsistent with the provisions of the contract shall be modified or deleted to correct the inconsistency.

7.18 Student Activity Passes

All members shall be entitled to attend, without charge, all student activities including athletic events. Tickets shall be issued stamped "faculty" and must be picked up by the member at the building office at least one (1) day prior to the event.

Events under the sponsorship of the Ohio High School Athletic Association and City Championship games shall be excluded.

ARTICLE VIII — SALARIES

8.01 Salary Schedule

A. The Salary Schedule currently in effect and approved by the Board in the Schedule of Salaries is available from the Personnel Office.

B. The Akron Board of Education agrees to the following conditions of settlement with the Akron Education Association effective July 1, 1988 through June 30, 1991:

1. A 2.75% increase effective with the effective date of the employee's contract year for the 1988-1989 school year. The retroactive portion of the salary increase shall be paid by March 18, 1989. The prospective portion of the salary increase shall be included in checks as soon as feasible.
2. A 3.25% increase effective July 1, 1989.
3. A 4.0% increase effective July 1, 1990.

C. **Contingency for Unanticipated Income**

If the total general fund income for FY 1990 (as shown on the Board's June 30, 1990 financial statement) exceeds \$134,585,222.00, and if there are no unanticipated costs for FY 1990 mandated by federal, state, or local laws, regulations, or rulings, then the amount of such excess income shall be divided by \$1,084,233.00 and the resulting quotient shall be applied as an additional percentage wage increase for all employees effective July 1, 1990, not to exceed a one and one-half (1.5) percent additional wage increase for the 1990-1991 school year.

If there are any unanticipated costs for FY 1990 which are mandated by federal, state, or local laws, regulations or rulings, then the amount of such unanticipated costs shall be deducted from the amount of such excess income and the remainder shall then be divided by \$1,084,233.00 to arrive at the amount of any additional wage increase (not to exceed 1.5%) for the 1990-1991 school year.

D. **Levy Reduction Contingency**

The parties to the Agreement understand and agree that the wage and other economic terms contained in this Agreement are premised upon a mutual belief and expectation that there will be no repeal or reduction of local tax millage. In the event of any such repeal or reduction during the term of this Agreement, the wage and other economic terms of this Agreement shall be of no continuing force or effect, and the parties shall reopen contract negotiations immediately on the wage and economic improvements resulting from this Agreement. The AEA shall have the right to strike in support of any such reopener demands provided that such strike activity is not unlawful at the time it takes place.

8.02 Longevity Increments

Years of Service for Salary Purpose	Amount
15.5	1.0%
16.0	2.0%
19.5	2.5%
20.0	3.0%
23.5	3.5%
24.0	4.0%
26.5	4.5%
27.0	5.0%

8.03 Counselor, Librarian and Psychologist

The Counselor ratio shall be 1.10 of the actual grid salary.

The Librarian shall be paid 2% of actual salary for each additional week beyond the 38 weeks within the school calendar.

The starting salary for a psychologist shall be established at the time of appointment. The annual earned increment shall be \$580.00. The maximum salary for the job classification shall be determined by using the maximum salary for a Master Degree and multiplying by the ratio of 1.175.

8.04 Substitute Teacher

Substitute teachers shall be paid at the following rate:

- (a) July 1, 1988 - December 31, 1988: \$58.73 per day or \$31.64 per half day; \$83.73 per day or \$45.06 per half day for each additional school day beyond ten (10) continuous days on the same teaching assignment.
- (b) January 1, 1989 - June 30, 1989: \$58.73 per day or \$31.64 per half day; \$83.73 per day or \$45.06 per half day for each additional school day beyond five (5) continuous days on the same teaching assignment.
- (c) July 1, 1989 - June 30, 1990: \$60.64 per day or \$32.67 per half day; \$86.45 per day or \$46.52 per half day for each additional school day beyond five (5) continuous days on the same teaching assignment.
- (d) July 1, 1990 - June 30, 1991: \$63.07 per day or \$33.98 per half day; \$89.91 per day or \$48.38 per half day for each additional school day beyond five (5) continuous days on the same teaching assignment.

When a substitute teacher has been assigned to a specific position for a period of forty-five (45) days or more (long-term sub), the Board shall grant sick leave and all other fringe benefits enjoyed by teachers. Salaries paid to long-term subs shall be determined by the substitute's training level on the salary schedule at the zero service credit level.

Daily substitutes shall accumulate sick leave at the rate of one (1) day per every sixteen (16) days of substitute service. Sick days shall be accumulated in half-day increments, one-half (1/2) day for every eight (8) days of service. Accumulated sick leave may be used at any time in which the substitute is unable, for reasons of illness, to report to an assignment. Multiple days may be taken during a multiple assignment.

When substitutes are required, every effort will be made to place a substitute who possesses a major in that field in the position.

The Board shall tender one year limited contracts to all persons employed as substitutes, who must possess proper certification for the grade and subject they are to teach. Said contracts shall designate employment "for assignment as services are needed to take the place of regular teachers." The rates of compensation for daily substitute teachers appear in Section 8.04 of this Agreement.

Substitutes who are eventually tendered regular teaching contracts shall be granted up to five (5) years credit on the salary schedule under the appropriate training lane.

Long-term substitutes whose assignment includes a last work day prior to a holiday or vacation period shall be paid for the holiday(s).

8.05 Extra Pay for Extra Duty

The percentage shall be applied to the minimum salary of a Bachelor degree teacher as of each September.

High School	%	Job Code
Athletic Director	9%	872
Band, Marching Director	8%	875
Band, Marching Assistant Director	5%	876
Baseball, Coach	8%	843
Baseball, Junior Varsity Coach**	5%	862
Baseball, Freshman Coach**	5%	890
Basketball, Coach	18%	841
Basketball, Junior Varsity Coach**	10%	861
Basketball, Freshman Coach**	7%	867
Cheerleading Supervisor	4%	882
Cross Country, Coach	5 1/2%	846
Debate, Coach*	8%	879

High School (continued)	%	Job Code
Drama, Coach	3%	880
Football, Coach	20%	840
Football, Junior Varsity Coach**	10%	860
Football, Assistant Coach** (2 per school)	10%	855
Football, Freshman Coach	7%	866
Future Educators Club Advisor (eff. 7/1/89)	4%	891
Gymnastics, Coach**	8%	854
Golf, Coach	5%	848
Music, Vocal Director	6%	877
Music, Instrumental Director (1 per high school)	5%	878
Newspaper Advisor (7 issues)	4%	883
North Central Evaluator — Evaluation Year	5%	885
North Central Evaluator — Pre-Evaluation Year	4%	886
School Treasurer	6%	881
Soccer, Coach**	6%	849
Soccer, Junior Varsity Coach**	5%	863
Soccer, Freshman Coach**	4%	870
Softball, Coach	8%	850
Softball, Junior Varsity Coach**	5%	888
Softball, Freshman Coach**	5%	873
Student Council Advisor (eff. 7/1/89)	4%	892
Swimming, Coach	9%	844
Swimming, Varsity Assistant Coach	6%	857
Tennis, Coach	4%	847
Track, Coach	11%	842
Track, Assistant Coach	4%	856
Track, Freshman Coach	5%	868
Volleyball, Coach	7%	852
Volleyball, Junior Varsity Coach	5%	859
Volleyball, Freshman Coach**	4%	874
Wrestling, Coach	12%	845
Wrestling, Junior Varsity Coach	6%	864
Wrestling, Freshman Coach	6%	869
Yearbook Advisor	4%	884

**Applies only to schools with a charter or eligible for a charter.*

***In order to qualify for compensation in these areas, it will be necessary to submit a schedule and program to the Director of Interscholastic Athletics no later than November 1.*

Middle School	%	Job Code
Activity Supervisor (1 per 200 students)**	5%	928
Basketball, Coach	6%	920
Director, Intramurals*	5%	926
Drama, Coach	3%	933
Music, Instrumental Director	4%	930
Music, Instrumental Strings Director	4%	931
Music, Vocal Director	4%	932
Newspaper Advisor (eff. 7/1/89)	2%	934
School Treasurer	5%	929
Soccer, Coach	6%	921
Softball, Coach	5%	925
Track, Coach	5%	922
Volleyball, Coach	4%	924
Wrestling, Coach	6%	923

**The Director of Intramurals will be required to submit a plan for the Intramurals program by October 1 to the Director of Interscholastic Athletics.*

The program shall reflect the year's activities, the estimated number of participants for each segment of the intramural program and the time and location of the activities.

****Activity Supervisors are assigned on the basis of the average daily membership specified on the February abstract of the previous school year; 1 for each 200 students in attendance. Fractional equivalents are not provided.**

All teachers receiving compensation for additional duties outside their regular contract are required to carry a normal daily work load. Exceptions:

1. Varsity coaches in each high school are to be provided with an additional conference period during the months in which the activity is occurring. When possible, the additional planning period should be scheduled for the final period in the school day. Coaches shall be required to teach six (6) periods per day.
2. The athletic director and the school treasurer in each high school shall teach six (6) periods per day. Assignments to a study hall or homeroom shall not be made.
3. The Intramural Director in each middle school shall be assigned six (6) teaching periods and a special duty period daily. The Intramural Director shall not be assigned a homeroom responsibility.
4. The school treasurer in each middle school shall carry a normal teaching load; he shall not be assigned a homeroom or a special duty period.

Elementary School	%	Job Code
Activity Supervisor (Minimum of 2 per building or 1 per 150 students or major frac- tion thereof, whichever is greater)	5%	941
Breakfast Coordinator	\$500/year	942
Combination Class Teacher Elementary School	\$500/year to be paid at rate of \$250 at the close of each semester	943
Music, Vocal Director	2%	940

8.06 Mileage

Effective February 1, 1989, the rate of reimbursement shall be twenty five cents (\$.25) per mile but not less than \$5.00 for each authorized athletic trip in which students are transported.

Mileage payments for the performance of supplemental contract duties shall not be made from individual team or activity budgets but shall be paid by the Treasurer up to \$1,000 per school year in any middle school or \$1,500 per school per year in any high school.

This provision shall not prohibit additional expenditures of funds from individual school, team or activity budgets.

8.07 Board Pickup of Member Contributions to STRS

- A. For purposes of this section, total annual salary and salary per pay for each member shall be the salary otherwise payable under this Agreement. The total annual salary and salary per pay period of each member shall be payable by the Board in two (2) parts: (1) deferred salary and (2) cash salary. A member's deferred salary shall be equal to that percentage of said member's total annual salary or salary per pay period which is required from time to time by the State Teachers Retirement System ("STRS") to be paid as an employee contribution by said member and shall be paid by the Board to STRS on behalf of said member as a pickup of the STRS employee contribution otherwise payable by said member. A member's cash salary shall be equal to said member's total annual salary or salary per pay period less the amount of the pickup for said member and shall be payable, subject to applicable payroll deductions, to said member. The Board's total combined expenditures for members' total annual salaries otherwise payable under this Agreement as amended (including pickup amounts) and its employer contributions to STRS shall not be greater than the amounts it would have paid for those items had this provision not been in effect.
- B. The Treasurer shall compute and remit the employer contributions to STRS based upon total annual salary, including the pickup. The Treasurer shall report for federal and Ohio income tax purposes as a member's gross income said member's total annual salary less the amount of the pickup. The Treasurer shall report for municipal income tax purposes as

a member's gross income said member's total annual salary, including the amount of the pickup. The Treasurer shall compute income tax withholding based upon gross income as reported to the respective taxing authorities.

- C. The pickup shall be included in the member's total annual salary for the purpose of computing daily rate of pay, for determining paid salary adjustments to be made due to absence, or for any other similar purpose.
- D. The pickup shall apply to all payroll payments made after the adoption of this Agreement.

8.08 Combination Class Pay

Any member in grades one through six who is assigned a combination class shall receive supplemental compensation at the rate of \$500 per year. Said compensation shall be paid at the rate of \$250 at the close of each semester.

8.09 Changes in Training Levels

Members who advance a training lane on the salary grid shall be compensated for such advancement effective the payroll date following Board approval. In order to qualify for a change in salary rate at the beginning of the school year, a member shall be required to submit an official transcript to the Division of Personnel Services not later than September 15th. In order to qualify for a change in annual salary rate for the second semester, the member shall be required to submit an official transcript to the Division of Personnel Services no later than January 15th.

8.10 Vacation

- A. Full time members in the Adult Vocational School and Family Life who work at least forty-eight (48) weeks each year and full time hourly compensated employees who work time schedule 522 shall earn paid vacation in accordance with the following schedule:

Less than one (1) year	One (1) day per month (to ten [10] days)
1-4 years	Two (2) weeks (ten [10] days)
5-13 years	Three (3) weeks (fifteen [15] days)
14 years	Four (4) weeks (twenty [20] days)
15 years	Twenty one (21) days
16 years	Twenty two (22) days
17 years	Twenty three (23) days
18 years	Twenty four (24) days
19 or more years	Five (5) weeks (twenty-five [25] days)

Vacation is taken in the period January 1 to December 31 subsequent to the period in which it was earned.

- B. Application shall be made in writing and forwarded to the Division of Personnel Services on the "Request for Approval and Authorization of Annual Vacation." Application should be made at least two (2) weeks in advance.
- C. Vacation may be taken at any time except that all vacations with pay and the schedules under which they are to be taken must be approved by the Superintendent. Authorization for vacation shall not be unreasonably withheld.

8.11 Hourly Compensated Teachers

Hourly teachers are those compensated on an hourly basis who serve in hourly rated vocational programs, adult education, family life, or similar programs. Hourly compensated teachers shall not be used to conduct classes normally staffed by regular salaried day-school teachers.

Hourly teachers who possess a degree and full certification and who work full time (see Section 3.01 M) are considered to be regular contract employees, paid on an hourly basis, and shall be issued limited (one-year) contracts, unless the member possesses an eight-year professional certificate. Teachers in the Adult Vocational Services Program are eligible for transfer to a regular day school vacancy and shall have all the benefits extended to other members of the bargaining unit. Sick leave shall be accumulated in half-day increments, one-half (1/2) day for every eight (8) days of service. Holidays shall be paid in accordance with the time schedule worked. Full time hourly teachers shall be granted a year of service for each year worked under the full-time hourly contract.

Other teachers (part-time) in such programs shall be extended a contract which specifies part-time employment at the hourly rate specified elsewhere in this Agreement. Sick days shall be accumulated in half-day increments, one-half (1/2) day for every eight (8) days of service. Holidays shall be paid in accordance with the time schedule worked.

8.12 Tutors

Tutors are teachers in day-school programs employed to supplement instruction and are paid an hourly rate. Tutors shall not be used to perform work which is normally performed by regular salaried day-school teachers, nor shall they be used in adult programs where high school course credit is given.

Tutors shall be considered full-time if they qualify for such designation by virtue of the definition in Section 3.01 M. Full-time tutors are entitled to the fringe benefits extended to regular contract teachers and hourly teachers.

Tutors shall be given credit on the salary schedule for experience earned on or after September 1, 1985, which will be in accordance with Time Schedule 380. Tutors employed 3 to 5 hours per day shall earn 1/2 day of service credit. Tutors employed for 5-1/2 hours per day shall earn 1 day of service credit for each day worked.

8.13 Co-Curricular Transportation Allowance

Effective with the 1989-1990 school year, each cluster will be provided up to \$9,000.00 per year to be used for co-curricular activity transportation. The use of each cluster's co-curricular transportation allowance shall be determined by the cluster principals in consultation with their coaches and other activity advisors.

ARTICLE IX — FRINGE BENEFITS

9.01 Hospital, Surgical and Major Medical Insurance

Hospital, Surgical and Major Medical Insurance shall be provided at Board expense for all full-time members and their dependents. This is to include a 120 day semi-private room hospitalization coverage; a reasonable and customary surgical schedule including obstetrical benefits; \$300.00 non-scheduled X-ray and laboratory benefits; \$500.00 supplemental accident benefit; unlimited anesthesia benefits; unlimited major medical coverage, with a \$100.00 per employee deductible, satisfied within a calendar year of 365 days; and a \$5,000.00 per year psychological and/or psychiatric outpatient benefit.

When both husband and wife are employed by the Board, the Board shall provide primary and secondary coverage.

There shall be no reduction of benefits, deductibles or changes in the exclusions to the above without mutual consent of the parties.

For members enrolled under the health coverage program, there shall be included a Second Surgical Opinion and Pre-Admission Certification program. The Pre-Admission Certification program shall exclude any notification requirements in the event of emergency admittance.

9.02 Term Life Insurance

Term Life Insurance shall be provided at Board expense for all members.

The face valuation of the term life policy will be 1.25 times the member's annual salary, rounded to the nearest \$1,000.00. The annual salary is defined as the basic contract rate not including supplemental contracts for teachers or other additional payments. Members shall be permitted to purchase additional term life insurance for themselves, their spouses, and their dependents, subject to approval of the carrier.

Insurance shall be purchased in increments of \$5,000 and shall cost the member the per thousand rate charged the Board by the carrier.

There shall be an annual September enrollment period for purchases of such term life insurance. Payment for the insurance shall be through payroll deduction in ten equal payments commencing with the fourth pay period.

9.03 Income Protection Insurance

Payroll deductions for Income Protection Insurance shall be provided by the Board through the Treasurer for all members.

9.04 Tax Sheltered Annuities

The Board through the Treasurer shall provide a payroll deduction for all members who wish to participate in a Tax Sheltered Annuity Program.

The various annuity carriers shall not be permitted to solicit individual members during the work day or on Board property.

The Board and the Treasurer shall assume no obligation, financial or otherwise, arising out of any payroll deduction plan.

9.05 Prescription Insurance

The Board shall provide a Family Coverage program of prescription insurance, based upon a \$1.00 deductible per each prescription.

When husband and wife are employed by the Board, the insurance carrier shall issue identical prescription cards to each, both cards shall provide for family prescription coverage.

9.06 Deductions for Akron Teachers Credit Union

Payroll deduction for Akron Teachers Credit Union shall be provided by the Board through the Treasurer for all members who are eligible and who request such deductions.

9.07 Severance Pay

The Employer shall provide severance pay for those full time members who retire from the Akron Public Schools under service provisions of the State Teachers Retirement System within three (3) years of their last work day with the Board. Excluded from this benefit shall be any employee whose contract is terminated by the Board or who is convicted of a felony.

Such pay shall be determined as follows:

- a. For retirements effective before February 1, 1989, a member who qualifies for severance pay shall receive the greater of:

twenty five percent (25%) of the first 120 days of said member's accumulation of days of unused sick days, OR

twenty percent (20%) of said member's accumulation of unused sick days.

For the purpose of this computation, such sick day accumulation shall not exceed that shown in (b) below.

- b. For retirements effective after January 31, 1989, a member who qualifies for severance pay shall receive twenty five percent (25%) of said member's accumulation of unused sick days.

For the purpose of this computation, such sick day accumulation shall not exceed:

320 days as of June 30, 1988

325 days as of June 30, 1989

330 days as of June 30, 1990

335 days as of June 30, 1991

- c. A member shall receive two (2) additional days of severance pay credit for each year said member had perfect attendance commencing July 1, 1976 through June 30, 1981.
- d. A member shall receive one (1) day of severance pay credit for each year said member has perfect attendance commencing July 1, 1981.
- e. Perfect attendance shall be defined as the member's non-use of sick days between July 1 and June 30 of each year.

9.08 Dental Insurance

The Board shall provide, at no expense to members, a dental insurance plan for members and their dependents. Effective February 1, 1989, such coverage shall be at least the equivalent of Delta Dental Stance IV-B Dental Coverage.

Members shall have the option of enrolling in a closed-panel dental maintenance organization. The cost to the Board of such coverage shall not exceed the cost of the current traditional dental insurance program as reported by the Treasurer's Office.

9.09 Vision Insurance

An eye care insurance program shall be provided, at Board expense, for members and their dependents for the period July 1, 1988 through June 30, 1991. Such coverage shall include:

- a. 100 percent of all usual, customary and reasonable charges for annual routine examination and testing, less a \$5.00 deductible.

- b. 100 percent of all usual, customary and reasonable charges for lens and frame combinations on a bi-annual basis, less a \$15.00 deductible.
- c. \$75.00 maximum bi-annual benefit for contact lens when such are for non-major corrective and/or cosmetic purposes.

9.10 Employee Assistance and Employee Wellness Programs

An Employee Assistance Program and an Employee Wellness Program shall be made available.

9.11 The Board shall add a second closed panel Health Maintenance Organization to the current options effective November, 1989, with open enrollment in September, 1989.

9.12 The Board shall pick up the cost of the insurance package for all AEA bargaining unit members for the period January 4, 1989 through January 17, 1989.

ARTICLE X — EXTENDED SERVICES

10.01 Definitions

Service related to or sponsored by the Board other than the normal school day or year as established in this Agreement, shall be considered extended services.

10.02 Program Description

A description of each Extended Program shall be posted in each school office at least one (1) month before the deadline for application.

Said posting shall include the hours of the program, rate of compensation and obligations required of members.

10.03 Rights

Members providing extended service shall retain all rights under this Agreement including the right to grieve.

10.04 Applications

Application forms for extended service positions shall be available in the school office of each building at least two (2) weeks prior to the deadline for submission of applications for such positions.

10.05 Selection for Summer and Evening High School

Extended Service positions requiring Provisional Certification shall be filled by members under contract to the Board. In the event members are not available, other certified personnel may be used.

The following criteria shall be considered in making the selection:

- a. Preference shall be given to members who, for the past two (2) years, have been teaching in the field of their major preparation. Members who have taught a program during the past four (4) evening and/or summer sessions shall not be reemployed in this program if other qualified members have applied. A member not employed to continue in a program after four (4) years shall not be precluded from application for, and employment in, another evening and/or summer program for which he is qualified.
- b. Members who are best prepared to meet the needs of the curriculum to be offered.
- c. Members in the building where the extended program is being offered.

10.06 Notification

Each member who has applied for employment in an extended services position shall be notified, within twenty (20) days after the deadline for submission of applications, whenever possible, except for Summer and Evening High programs as indicated in 10.08 and 10.09. The applicant will be notified that he/she:

- a. has been appointed to a position
OR

- b. may be appointed at a later date
OR
- c. will not be appointed to the position.

10.07 Facilities

Members employed in extended service programs shall have access to such school facilities as the faculty lounge, restrooms, telephone, workroom and a copier in addition to the classroom facilities.

Teaching materials and supplies for the preparation of instructional materials and to meet the special needs of the program shall be available at all times.

10.08 Summer School

Summer school applications must be submitted to the Office of Extended Services by April 1.

Staff for summer programs beginning in June shall be selected during the month of April and each applicant shall be notified by May 5 of the disposition of the application.

Staff for summer programs beginning in July or August shall be selected during the month of May and each applicant shall be notified by June 5 of the disposition of the application.

Summer school staff shall have July 4 as a paid holiday.

10.09 Evening School

Evening school applications must be submitted by June 10. Applicants shall be notified by the end of the first full week of school of the disposition of the application.

ARTICLE XI — NEGOTIATION PROCEDURES

11.01 Initiation of Procedures

A written request for a negotiation meeting, stating the subject matter to be considered, as provided in Article 2.03 and 14.02 shall be submitted by the President or by the Superintendent.

Meetings between the AEA and the Superintendent shall be scheduled outside the regular school day, at an agreed upon time and place.

The parties shall convene their initial negotiating session within five (5) working days after March 1, 1991.

11.02 Negotiating Committees

The AEA shall designate a committee of five (5) members or fewer and the Superintendent upon behalf of the Board shall designate a committee of five (5) members or fewer for the purpose of conducting negotiations. The aforementioned shall be members of the professional staff or members of the Board.

The Board and the AEA shall designate, prior to the first negotiating session, their respective chief negotiators.

11.03 Good Faith

Both parties shall make every effort to conclude negotiations satisfactorily through the foregoing steps within forty five (45) working days from the time of their initial negotiating session.

In addition to the committees of the parties referred to in Article 11.02 either party may use such consultants, in negotiation sessions, as it may deem necessary. The identity of the consultants, and the intent to use said consultants, must be provided to the other party at least three (3) working days in advance of such use.

During the process of negotiations, only such information as is mutually agreed upon in writing shall be distributed or given to the news media.

The chairman of either committee may recess his committee for independent caucus at any time.

In recognition that negotiation is a shared process, all parties shall negotiate in "Good Faith." "Good Faith" requires that the AEA and the Board representatives be willing to react to

each other's proposals; if a proposal should prove unacceptable to one (1) of the parties, that party is obligated to give its reasons therefore. In case of disagreement, procedures outlined in Article XIII will be in effect.

11.04 Furnishing Information

The Board and the Superintendent agree to furnish the AEA on request all compiled available information concerning the financial resources of the district and any other public data that will assist the AEA in helping to develop intelligent, accurate and constructive programs on behalf of the members, the students and the educational program.

ARTICLE XII — AGREEMENT

When the participants reach agreement, such agreement shall be reduced to writing and signed by the members of the committees. Within five (5) working days thereafter, said Agreement shall be submitted to the membership of the AEA for ratification. If such membership ratifies said Agreement by a majority vote of those voting thereon, upon written certification by the President of such ratification to the Superintendent, the Board shall consider the ratification at its next meeting. The Board may also elect to defer consideration of the agreement to the following meeting when seventy two (72) hours have not passed between written notification of AEA ratification and the next Board meeting.

ARTICLE XIII — IMPASSE

13.01 Mediation

Should the AEA and the employer be unable to reach an agreement within forty five (45) working days (unless the parties mutually agree to an extension of time), either party may request, in writing, that the unresolved matters be submitted to the Federal Mediation and Conciliation Service. The mediator selected by the Service shall be an Akron taxpayer. In the event that mediation is requested by either party, both parties shall make every effort to seek settlement under the direction of the mediator within fifteen (15) work days, after submission of the written request for mediation, or any additional period of time mutually agreed upon by the parties. Should mediation prove unsuccessful, the parties shall refer all unresolved matters to the Advisory Panel.

13.02 Advisory Panel

An Advisory Panel, composed of three (3) members shall be established within fifteen (15) work days after the exhaustion of the mediation procedures described above, unless both parties mutually agree to a later date. The AEA and the Employer shall each appoint one (1) Akron taxpayer to the Advisory Panel. In the event the two (2) Advisory Panel members are unable to agree upon a third member, they shall ask the Judge of the Probate Court to submit to them a list of five (5) Akron taxpayers who have indicated their willingness to serve. Each member of the Advisory Panel shall alternately strike a name from the list, until only one (1) remains; he shall become chairman. The striking of the first name shall be determined by the toss of a coin.

13.03 Advisory Panel Recommendations

The Advisory Panel will be requested, after hearing arguments from both parties, to report recommendations for settlement to the Negotiating Committee of each party. When possible, such recommendations shall be reported within fifteen (15) work days after the Panel's initial meeting. These recommendations shall not be made public until five (5) work days after their presentation by the Panel to the parties, unless an earlier mutually agreed upon time is specified.

Conclusions of the Advisory Panel shall be in the nature of recommendations only.

13.04 Advisory Panel Costs

All costs incurred as a result of the use of the Federal Mediation and Conciliation Service and/or the use of an Advisory Panel shall be shared equally by the AEA and the employer.

ARTICLE XIV DURATION

14.01 Effective Date

The effective date of this Agreement shall be July 1, 1988, and it shall remain in force until June 30, 1991, except that it may be altered by the reopening of negotiations as provided for herein.

14.02 Initiation of Negotiations

Negotiations for a new Agreement covering salaries, fringe benefits and working conditions shall be initiated by either party by providing written notice to the other party at any time after December 1, 1990 and prior to March 1, 1991, under the procedures set forth in Article XI hereof. Subsequent negotiations between the parties shall be conducted at such time or times as the parties may agree and under the procedures set forth in Article XI.

14.03 Year-Round School

Initiation of a year-round school format in any school in which the length of the school year as defined in this Agreement is extended shall require the reopening of negotiations on items that concern wages, fringe benefits and on other items mutually agreed upon surrounding that year-round program.

Negotiations shall commence at least sixty (60) days prior to the implementation of the year-round program and shall be conducted under procedures set forth in Articles XI and XIII hereof.

14.05 Ratification

Any agreements reached between the parties under the terms hereof shall, upon ratification thereof as provided herein, become a part of this Agreement.

14.05 Reopening

This Agreement may be reopened for negotiations at a time other than that provided in foregoing sections only upon the mutual agreement of the parties. Within 60 days after the effective date of legislation or U.S. Supreme Court decisions which modify or have direct effect upon any portion of this Agreement, a meeting shall be held, upon request by either party, to determine whether or not the parties wish to reopen negotiations on the affected sections of the Agreement.

SIGNING FOR THE
AKRON BOARD OF EDUCATION

Helen Arnold

Helen Arnold
President

Conrad C. Ott

Conrad C. Ott
Superintendent

William H. Khisey

William H. Khisey
Treasurer

Louis S. Trenta, Jr.

Louis S. Trenta, Jr.
Assistant Superintendent

Howard Schertzinger

Howard J. Schertzinger
Assistant to the Superintendent

William W. Spratt

William W. Spratt
Director

Patricia E. Marmaduke

Patricia E. Marmaduke
Coordinator

Paul E. Green

Paul E. Green
Principal

Jerome M. Pecko

Jerome M. Pecko
Principal

SIGNING FOR THE
AKRON EDUCATION ASSOCIATION

William E. Siegfert
William E. Siegfert
President

Neil Quirk
Neil Quirk
Vice President

Theresa Thompson
Theresa Thompson
Vice President

Janna Bruner
Janna Bruner
Secretary-Treasurer

Mary Austin
Mary Austin
Grievance Chairman

John Robishaw
John Robishaw
Salary Committee

Michael Rusnak
Michael Rusnak
Contract Preparation Committee

Sue Schaetzle
Sue Schaetzle
Negotiating Committee

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