

Jonathan I. Altabeck RTA Pres.  
4-14-22

4-14-2022

**Ridgedale Board of Education  
Tentative Agreements  
April 14, 2022**

**Article IV – Teacher Protection**

**I. Reduction in Force**

2. Method

b. The Superintendent's recommendation for contracts to be suspended will be made in accordance with following procedures:

5. ~~Through June 30, 2017, "Competency as determined by formal evaluation" will be based solely on the performance component of the teacher evaluation system and "comparable evaluation" shall be measured based solely on the performance component of the teacher evaluation system. After June 30, 2017, both of these terms will be based on the final~~ **holistic** ~~summative evaluation rating. The ratings within each individual category are considered comparable only within the same category (e.g. skilled are comparable only to skilled; developing are comparable only to developing, etc.).~~

**Article V – Teaching Conditions**

**L. Placement of Students with Disabilities in Regular Classrooms**

1. The regular classroom teacher shall be given the opportunity to consult with the building principal, parent, and special education teacher at the commencement of the placement of a handicapped student **with a disability** in a regular classroom.
2. If the regular classroom teacher feels that the handicapped student **with a disability** is disrupting the educational atmosphere of the regular classroom, the teacher shall so advise the principal, who will give the teacher the opportunity to meet with the special education teacher, parent, and the principal to discuss the problem.
3. The equitable distribution of handicapped students **with a disability** among regular classrooms and the expected ability of such students to achieve academically in such classrooms, are among the factors for consideration when such placements are made.
4. Compliance with paragraphs 1, 2, and 3 above regarding placement of handicapped students **with a disability** in regular classrooms is subject to the grievance procedure contained herein. However, disputes regarding the placement of handicapped children **with a disability** involving factors other

than those stated above may be resolved only through the state and federal statutory due process procedures found in AM. H.B. 4555 and P.L. 94-142.

**M. Evaluation Instrument (for Non-OTES Teachers) (See Appendix F)**

5. A written appraisal for the evaluation will be presented to the teacher at the post-conference no more than ten (10) school days after the observation and no later than January 25 for the first evaluation or ~~April 10~~ **May 1** for the second evaluation ~~as per the ORC~~. Specific areas of deficiency should be noted when applicable and strategies for improvement and the means by which the teacher may obtain assistance in making such improvements should be discussed and included in the written summary. The written observation/evaluation will be signed and dated by both the evaluator and the teacher. A teacher's signature on the evaluation indicates the teacher has received the form. The teacher's signature does not necessarily indicate that the teacher agrees with the evaluation. Teachers have the option of attaching their comments regarding the appraisal to the signed observation/evaluation.

**Article VI – OTES**

**A. Definitions**

8. Evidence: Information collected and/or received by the evaluator to support and inform the accurate reflection of the Evaluation. Examples include, but are not limited to, student information affecting educational progress, student interest or learning style survey, newsletters, classroom rules, lesson plans, student portfolios, summative assessments, student work samples, professional growth plans, walk-throughs, observations, information informal conversation, and high-quality student data.

**F. Schedule for Evaluation**

9. The Board may evaluate any teacher in a year the teacher's limited contract expires.
9. 10. Teachers on Leave or Retiring

**Article VII – School Counselor Evaluation**

**E. Evaluation Process**

7. The Board may evaluate any school counselor in a year the school counselor's limited contract expires.

## Article VIII – Fair Dismissal

### B. Termination

3. Any challenge to a termination will be brought exclusively through Section 3319.16 of the ORC.

## Article IX – Progressive Discipline

### C. Predisciplinary Procedure

Prior to any determination regarding removal or disciplinary action involving reduction or loss of pay or position, the employee shall be presented in writing with the specific charges. The purpose of this procedure is to ~~insure~~ **ensure** that the employee has an opportunity to respond to the charges. The predisciplinary conference shall be conducted by the Superintendent or his designee. This conference shall be scheduled no earlier than 24 hours after the time the employee is notified of the charges and the predisciplinary conference. When the nature of the offense is such that immediate disciplinary action is required, the Board is not prohibited by the terms of this provision from taking immediate disciplinary action although such conference will not be waived. The employee may waive, in writing, the predisciplinary conference provided for in this section.

## Appendix L – Supplemental Contract Pay Schedule

### Supplemental Contract Payment Dates:

- a. Fall 1<sup>st</sup> half to be paid the 2<sup>nd</sup> pay of September; 2<sup>nd</sup> half to be paid 1<sup>st</sup> pay of November
- b. Winter 1<sup>st</sup> half to be paid the 2<sup>nd</sup> pay of December; 2<sup>nd</sup> half to be paid the 2<sup>nd</sup> pay of February
- c. Spring 1<sup>st</sup> half to be paid the 2<sup>nd</sup> pay of April; 2<sup>nd</sup> half to be paid the 1<sup>st</sup> pay of June

### O. Reimbursement for College Credit Earned

#### 3. Tuition Reimbursement

The tuition reimbursement fund will be twelve thousand dollars (~~\$12,000.00~~ **\$15,000.00**) for the school year with a cap of 50% of the tuition cost for any one certified employee in a given year. Notwithstanding the above monetary fund amounts, at the end of any school year, if the tuition reimbursement fund has a carryover balance of \$100.00 or more, such amount will be carried over into the following year's monetary allotment to be used for reimbursement in accordance with these provisions. **A cap of \$40,000 is established. If the balance in the fund equals or exceeds**

\$40,000 at the end of the fiscal year, then no money will be added to the fund in the next fiscal year.

### **Article XIII – Salary and Benefits**

Base Increase: 3% - 2.5% - 2.0%

C. (pg 48) **Severance Pay:** Increase 30 to 35 in paragraph 1

(3) Longevity Bonus – Employees shall be granted the following ~~severance~~ bonus for service to the Ridgedale District:

15 years' service – fifteen (15) additional days (up to 45 ~~50~~ total)  
20 years' service – twenty (20) additional days (up to 50 ~~55~~ total)  
25 years' service – twenty-five (25) additional days (up to 55 ~~60~~ total)  
30 years' service – thirty (30) additional days (up to 60 ~~65~~ total)  
**35 years' service – thirty-five (35) additional days (up to 70 total)**

E. Tutors

Increase \$15 to \$25

Salary Schedule:

STEP	BA	150 HRS	MA	MA+15	MA+30
2019	1.608	1.726	1.863	1.993	2.051
2423	1.646	1.769	1.911	2.046	2.104
27	<b>1.684</b>	<b>1.812</b>	<b>1.959</b>	<b>2.099</b>	<b>2.157</b>
31	<b>1.722</b>	<b>1.855</b>	<b>2.007</b>	<b>2.152</b>	<b>2.210</b>

### **Article XI – Contracts**

A(1)(a) – change 4 to 3

Retain CCL

### **Article XII – Leave**

F. Sick Leave – maintain CCL

### **Appendix L – Supplemental Schedule**

Add: Marching Band Assistant Director @ 3%

Freshman Class Advisor @ 3%

Sophomore Class Advisor @ 3%

Change NHS from \$700 to 3%

### **Article V – Teaching Conditions**

#### **F. School Calendar**

The Board annually will submit to the Superintendent a date on which it intends to vote on establishing a school calendar (See Appendix B) for the following school year. No less than forty-five (45) days prior to such intended vote, a committee will convene to submit at least two (2) proposed calendars for Board consideration

and vote. The committee shall be composed as follows: one (1) Board of Education member, one (1) administrator, one (1) RTA member from each building (selected through RTA's internal processes). Decisions of the committee shall be by consensus. Consensus shall be defined as agreement or approval of all parties. If consensus cannot be reached, the Association shall be granted the opportunity to address the Board prior to Board passage of the calendar.

**Prior to submission of the drafts to the Board, the Association may vote on the calendars and report its vote to the Board. The calendar drafts must be submitted to the Board in time for the February board meeting. The Board has the final approval regarding the calendar.**