

**AGREEMENT**

**BETWEEN**

**THE IRONTON CITY SCHOOLS  
BOARD OF EDUCATION**

**AND**

**THE IRONTON  
EDUCATION ASSOCIATION**

*June 30, 2011 thru June 29, 2013*

## TABLE OF CONTENTS

	PAGE
ARTICLE 1: RECOGNITION . . . . .	3
ARTICLE 2: ASSOCIATION RIGHTS . . . . .	3
ARTICLE 3: MANAGEMENT PREROGATIVES OF THE BOARD . . . . .	5
ARTICLE 4: NEGOTIATIONS PROCEDURE . . . . .	6
ARTICLE 5: GRIEVANCE PROCEDURE . . . . .	6
ARTICLE 6: SEVERABILITY PROVISIONS . . . . .	8
ARTICLE 7: NON-DISCRIMINATION . . . . .	8
ARTICLE 8: PERSONNEL FILES . . . . .	8
ARTICLE 9: PAY PERIODS . . . . .	9
ARTICLE 10: TRAVEL REIMBURSEMENT . . . . .	10
ARTICLE 11: SCHOOL PROCEDURES . . . . .	10
ARTICLE 12: SEVERANCE PAY . . . . .	10
ARTICLE 13: TEMPORARY DUTY REIMBURSEMENT . . . . .	11
ARTICLE 14: STRS PICK-UP . . . . .	12
ARTICLE 15: PROFESSIONAL AND ACADEMIC FREEDOM . . . . .	12
ARTICLE 16: COMPLAINTS AGAINST MEMBERS OF THE BARGAINING UNIT . . . . .	13
ARTICLE 17: STUDENT DISCIPLINE . . . . .	13
ARTICLE 18: FACULTY COUNCIL . . . . .	14
ARTICLE 19: EMERGENCY CLOSING OF SCHOOL . . . . .	15
ARTICLE 20: TEACHING ENVIRONMENT . . . . .	16
ARTICLE 21: WORK YEAR . . . . .	16
ARTICLE 22: WORK DAY . . . . .	17
ARTICLE 23: LEAVES . . . . .	17
ARTICLE 24: TRANSFERS, JOB POSTINGS AND REASSIGNMENTS . . . . .	24
ARTICLE 25: REDUCTION IN FORCE . . . . .	25
ARTICLE 26: PAYROLL DEDUCTIONS . . . . .	28
ARTICLE 27: INSURANCES . . . . .	29
ARTICLE 28: TEACHER EVALUATION . . . . .	30
ARTICLE 28A: CONTRACT LENGTH . . . . .	32
ARTICLE 29: NONRENEWAL OF LIMITED CONTRACTS . . . . .	32
ARTICLE 30: SUPPLEMENTAL CONTRACTS . . . . .	32
ARTICLE 31: SALARY SCHEDULES . . . . .	35
APPENDIX A: SALARY SCHEDULE REPORT . . . . .	36
ARTICLE 32: ATTENDANCE CLAUSE . . . . .	37
ARTICLE 33: NO STRIKE – NO LOCKOUT . . . . .	37
ARTICLE 34: CONTRACTING OUT . . . . .	38
ARTICLE 35: DRUG-FREE WORKPLACE . . . . .	38
ARTICLE 36: DISCIPLINE . . . . .	39
ARTICLE 37: MENTOR PROGRAM . . . . .	39
ARTICLE 38: DURATION . . . . .	41
ARTICLE 39: OUT-OF-STATE TEACHERS WITH CHILDREN ATTENDING THE IRONTON CITY SCHOOLS . . . . .	41
APPENDIX B: LONGEVITY PAY . . . . .	41
APPENDIX C: LOCAL PROFESSIONAL DEVELOPMENT . . . . . COMMITTEE	41
APPENDIX D: EVALUATION INSTRUMENT . . . . .	43
APPENDIX E: NETWORK PRIVACY AND ACCEPTABLE USE POLICY . . . . .	52
SIGNATURE PAGE . . . . .	54

**ARTICLE 1: RECOGNITION**

- A. The Ironton City Board of Education, hereinafter referred to as the “Board”, recognizes the Ironton Education Association, hereinafter referred to as the “Association”, as the sole and exclusive bargaining representative for the bargaining unit as defined in paragraph B.
- B. The Association shall be recognized as the exclusive representative of all full-time and part-time certificated personnel including teachers, Title I teachers, school nurses, guidance counselors, speech therapists, and librarians.

Hereinafter, employee(s) in the defined unit will be referred to as bargaining unit member(s).

- C. Excluded from the bargaining unit shall be all other employees of the Ironton City Schools, including supervisory, management, confidential, seasonal and casual employees as defined in Section 4117.01 of the Ohio Revised Code, secretaries and teacher aides.
- D. Full-Time and Part-Time Certificated Personnel.
  - 1. “Full-Time” certificated personnel shall be those who work the full schedule of hours as defined in Article 22 for a minimum of one hundred and twenty (120) work days or more in a work year. This shall not include any hours worked as substitute teachers.
  - 2. “Part-Time” certificated personnel shall be those who work less than the full schedule of hours as defined in Article 22 and/or less than the minimal standard of one hundred and twenty (120) work days.

**ARTICLE 2: ASSOCIATION RIGHTS**

- A. Recognition of the Association as the sole and exclusive representative shall confer upon the Association certain exclusive rights during the term of this Agreement or any written extension thereof.
- B. The Agenda, and non-confidential attachments to said agenda relative to pending Board Actions and approved minutes of the Board shall be made available to the Association President at the close of the work day on the day of their distribution to Board members. The Association President shall, if time allows, be informed of any agenda changes or additions made on the day of the Board meeting. If changes or additions are made on the day of the Board meeting, those materials shall be made available to the Association President or his/her designee upon arrival at the Board meeting.
- C. The Treasurer of the Board shall, upon request of the President of the Association, provide a copy of each of the following documents approved or received by the Board and/or Treasurer. Documents shall include:
  - 1. Amended Certificates of Estimated Resources;
  - 2. Each year’s Temporary and Permanent Appropriations Resolutions;
  - 3. The names and assignment of staff members;
  - 4. Yearly SM-1 and Quarterly SM-2’s;
  - 5. Monthly Financial Statement of Receipts and Expenditures;
  - 6. Each month’s Cash Position Report.