

AGREEMENT

BETWEEN

**THE IRONTON CITY SCHOOLS
BOARD OF EDUCATION**

AND

**THE IRONTON SUPPORT STAFF
ASSOCIATION**

September 1, 2009 - August 31, 2010

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ARTICLE 1: RECOGNITION

- A. The Ironton City Board of Education, hereinafter referred to as the “Board”, recognizes the Ironton School Support Association, OEA/NEA, hereinafter referred to as the “Association”, as the sole and exclusive bargaining representative for the bargaining unit as defined in paragraph B. Both parties agree to the terms of employment described and agree that this contract supercedes and exempts Ironton City Schools from all civil service laws.
- B. The Association shall be recognized as the exclusive representative of all full-time and part-time non-teaching personnel including long-term subs.

Hereafter, 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 all supervisory, management, confidential, seasonal casual substitutes and casual employees as defined in Section 4117.01 of the Ohio Revised Code, Secretary to the Superintendent, Secretary to the Treasurer, Secretary to the Administrative Assistant, Assistant to the Psychologist, Attendance Officer, Teachers, Guidance Counselors, Principals, Assistant Transportation Director, Transportation Director, Director of Maintenance, Director of Cafeteria Services, and Treasurer.
- D. The bargaining unit includes all regular full-time and part-time non-teaching employees including long-term substitutes.
 - 1. Upon ratification of this Agreement by both parties, full-time shall be defined as those employees contracted to work a full-schedule of hours six (6) or more for a minimum of one hundred twenty (120) days or more in a work year.
 - 2. Upon ratification of this Agreement by both parties, part-time shall be defined as those employees contracted to work less hours than the full schedule of hours six (6) as defined in D-1 above for a minimum of one hundred twenty (120) days or more in a work year.
 - 3. Long-term substitutes are those that work at least 60 consecutive days in the same assignment.
 - 4. Casual substitutes are those substitutes that are called to work on a day-by-day basis to fill in for a bargaining unit employee who is absent from work.
 - 5. Health insurance benefits are provided to employees who are scheduled to work thirty-hours (30) or more per week.