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WADSWORTH CITY SCHOOL DISTRICT
BOARD OF EDUCATION

WADSWORTH, OHIO

REGULAR STATED MEETING
MONDAY, JUNE 8, 2020, 7:00 P.M.

TO JOIN BY VIDEO CLICK THE FOLLOWING LINK:

http://meet.google.com/hak-ewcq-hvk

TO JOIN BY TELEPHONE CALL THE FOLLOWING NUMBER:

+1 337-466-9183
PIN: 370 869 949#

AGENDA

I. Call to Order

II. Pledge of Allegiance

III. Roll Call

IV. Motion for Approval and Signing of Regular Stated Meeting Minutes

V. Administrative Discussion Items, Presentations, and Updates

A. Surveys
B. 2020-2021 School Year Advisory Committee
C. Distribution of Food to Students over the Summer
D. Electronic Device Exchange/Pick-Up over the Summer
E. 2019-2020 Senior Carpentry Program House Auction
F. STEM Camp, Coding Camp and Literacy on the Lawn

VI. Administrative Items

A. PERSONNEL CONSENT ITEMS

1. Employments (Recommendations are contingent upon each individual receiving his/her license from the Ohio Department of Education prior to the start of the 2020-2021 school year, with a license effective date of July 1, 2020, if he/she does not already have the said license.)

a) Hope Leonhard, Non-teaching School Employee 2-year contract (2020-2022)
b) Brandon Cobb, CIS Principal
c) Anna-Marie Stiver, Certified Teacher
d) Holly Gotthardt, Certified Teacher

e) Brittany Fajt, Certified Teacher
f) Diane Fennell, Certified Teacher
g) Haley Kowalczyk, Certified Substitute
h) Supplemental contracts, per attached list

2. Resignations

a) Kelsie Erhard, Certified Teacher, resignation eff. 8/16/2020
b) Allison Pallija, Varsity Swim Coach (supplemental contract)
c) Linda Pollock-Mueller, retirement eff. 7/7/2020
d) Roberta Dunkle, retirement eff. 6/1/2020
e) Katie Ruff, Certified Teacher, eff. 6/1/2020
f) Brittney Harris, Non-Teaching Employee, eff. 6/3/2020

3. Recommendation to approve the following as members of the Business Advisory Committee (BAC):

a) Adam Barton
b) Laura McDermitt

B. ACTION CONSENT ITEMS

1. Recommendation to confirm E'anna Won as the 2020 Winifred Beech Young Scholarship recipient

2. Recommendation to accept the following donations:

a) $1,500 (Franklin Elementary School PTO)
b) $1,732 (Wadsworth Band Boosters)
c) $6,479.05 (Wadsworth All-Sports Boosters)

3. Recommendation to declare that evaluations of Wadsworth Educational Support Personnel Association OEA/NEA (WESPA) members not completed prior to the Ohio Director of Health's Order on March 14, 2020, are determined to be impossible or impracticable to complete pursuant to Chapter 3319 of the Ohio Revised Code for the 2019-2020 school year

4. Recommendation to approve the revisions to the following Benefit Provision Manuals:

a) Administrator
b) Salary Exempt Employee
c) Hourly Exempt Employee
d) Four Cities Compact Administrator
e) Four Cities Compact Salary Exempt Employee
f) Four Cities Compact Hourly Exempt Employee

5. Recommendation to approve the Bilingual Speech & Language Services Agreement between Nydia A. Mendez, M.A. and the Wadsworth City School District Board of Education

6. Recommendation to approve the Wadsworth City School District Independent Contractor Agreement between Shelley Mack and the Wadsworth City School District Board of Education for the period of August 1, 2020 through July 31, 2021

7. Recommendation to approve the Memorandum of Understanding between the Wadsworth Educational Support Personnel Association OEA/NEA and the Wadsworth City School District Board of Education

8. Recommendation to approve the carryover of five (5) additional vacation days for the 2019-2020 contract year only for employees who are eligible for vacation under the following Benefit Provision Manuals:

    a) Administrator
    b) Salary Exempt Employee
    c) Hourly Exempt Employee
    d) Four Cities Compact Administrator

9. Recommendation to approve the Contract between Reading Writing Project Network, LLC and the Wadsworth City School District Board of Education for professional development services, effective May 22, 2020

10. Recommendation to set the breakfast and lunch prices for the 2020-2021 school year at the same prices they were for the 2019-2020 school year (with the exception of the adult lunch price which was adjusted by the board of education on April 13, 2020), as follows:

Breakfast:	$1.70
Lunch (Students K-4):	$2.70
Lunch (Students 5-8):	$2.80
Lunch (Students 9-12):	$3.00
Adult Lunch:	$3.65
Milk Only:	$0.50

11. Recommendation to approve the proposed class fees for 2020-2021 school year

12. Recommendation to approve the Group Retrospective Participation Agreement between Paramount Preferred Solutions, Inc. and the Wadsworth City School District Board of Education for the 2021 group retrospective year

13. Recommendation to approve the Wadsworth City School District Independent Contractor Agreement between Star Therapy & Sales Corp and the Wadsworth City School District Board of Education for the period of August 1, 2020 through July 31, 2023

14. Recommendation to purchase risk management insurance through the Seibert-Keck Agency to include liability, property, fleet coverage, cyber liability, terrorism, and active shooter coverage for the period of July 1, 2020 through June 30, 2021

15. Recommendation to approve the Pupil Transportation Agreement 2020/2021 between Suburban School Transportation Company, Inc. and the Wadsworth City School District Board of Education

16. Recommendation to approve the Service Contract between Kathryn DiMeo and the Wadsworth City School District Board of Education

17. Recommendation to approve the Tyler Technologies Discovery Training, Route Building or Assist Services Agreement

18. Recommendation to approve the purchase of property for public purposes (515 Durling Drive, Wadsworth, OH 44281)

19. Recommendation to approve the Service Agreement Amendment between the Educational Service Center of Medina County and the Wadsworth City School District Board of Education

20. Recommendation to approve the Master Services Agreement and Software Services Addendum between Navigate360, LLC and the Wadsworth City School District Board of Education

C. ACTION ITEM

1. Recommendation to approve the Agreement Summa Health System Athletic Trainer Services between Summa Health System and the Wadsworth City School District Board of Education for the period of July 16, 2020 through July 15, 2023

VII. Items of the Treasurer

A. ACTION CONSENT ITEMS

1. Recommendation to accept the tax budget for the Wadsworth Public Library as approved by the Library Board of Trustees

2. Recommendation to authorize the Treasurer to sell at public auction the 2020 carpentry house located at 596 Main Street (Wadsworth, OH) on Thursday, July 16, 2020, at 6:29 p.m., and to sign all documents related to the sale

3. Request a special board meeting to approve final fiscal year 2020 reports and to set temporary appropriations for fiscal year 2021 on June 29 or June 30

4. Recommendation to accept the May financial reports as presented and subject to audit:

    a. Appropriation Summary Report
    b. Revenue Summary Report
    c. Cash Summary Report
    d. Monthly Financial Update Report

VIII. Legislative Update

IX. Floor Items

X. Board Member Items

XI. Executive Session

WHEREAS, a public board of education may hold an executive session only after a majority quorum of this board determines by a roll call vote to hold such a session and only at a regular or special meeting for the sole purpose of the consideration of any of the following matters:

A. To consider one or more, as applicable, of the check marked items with respect to a public employee or official:

1. Appointment
2. Employment ✔
3. Dismissal
4. Discipline
5. Promotion
6. Demotion
7. Compensation ✔
8. Investigation of charges/complaints (unless public hearing requested)

B. To consider the purchase of property for the public purposes or for the sale of property at competitive bidding

C. Conferences with an attorney for the public body concerning disputes involving the public body that are the subject of pending or imminent court action

D. Preparing for, conducting or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment.

E. Matters required to be kept confidential by federal law or rules or state statutes

F. Specialized details of security arrangements where disclosure of the matters discussed might reveal information that could be used for the purpose of committing or avoiding prosecution for a violation of the law

NOW, THEREFORE BE IT RESOLVED, that the Wadsworth City Board of Education, by a majority of the quorum present at this meeting, does hereby declare its intention to hold an executive session on A2 and A7 as listed above.

XII. Adjournment

In accordance with State and Federal law, the District will provide reasonable accommodations to persons with disabilities who wish to attend and/or participate in school events. Such individuals should notify theSuperintendent if they require a reasonable accommodation.

EMPLOYMENTS
June 8, 2020

Supplemental Contracts

Allison Pallija	Summer School Instructor (CAC - 115 hours)
Stacey Hornfeck	WMS Girls Lacrosse Coach
Eric Cucuz	ESY Instructor
Ali Zwisler	ESY Instrutor
Michaella Puldruhi	ESY Instructor
Kim Leonard	ESY Instructor
Taylor Schrock	ESY Instructor

WADSWORTH CITY SCHOOL DISTRICT
BOARD OF EDUCATION
Regular Stated Meeting
May 11, 2020

Agenda Detail Sheet

V. Administrative Discussion Items, Presentations, and Updates

A. Surveys: The following surveys remain open for submission of feedback:

1. Strategic Plan Survey
2. Remote Learning, Parent/Guardian(s)
3. Remote Learning, Students

B. 2020-2021 School Year Advisory Committee: As previously shared, we will be forming an advisory committee to work through creating plans for the different scenarios we may be faced with next school year. If you are interested in being a part of the advisory committee, please email ahill@wadsworthschools.org. The advisory committee will make advisory recommendations to the board of education no later than Friday, July 10 for discussion at the Monday, July 13 board of education meeting.

C. Distribution of Food to Students over the Summer: We will be continuing with food distribution for students during the summer months. Beginning the week of June 8, food distribution will occur on Thursday only, from 10:30-11:00 a.m. at the sites listed below. Even though the distribution will be on one (1) day, students will receive the same amount of food they have been receiving during a week. We would like to thank our volunteers and hosting sites that have and continue to make the distribution program possible. We would also like to thank the Garage Ministry for their involvement with this program since March.

Food Distribution Locations Beginning the Week of June 1

Franklin Elementary School (200 Takacs Drive)
Lincoln Elementary School (280 North Lyman Street)
The Salvation Army (527 College Street)
Wadsworth High School (625 Broad Street)
Weatherstone Clubhouse (1100 Ledgestone Drive)

D. Summer Electronic Device Exchange/Pick-Up over the Summer: As students are keeping their school-issued electronic devices over the summer, we will continue to offer the exchange/pick-up program at the Charles R. Parsons Administration Building (524 Broad St.). The program will only be available on Thursday evening from 5:00-6:00 p.m.

E. 2019-2020 Senior Carpentry Program House Auction: The carpentry house auction is set for July 16 at 6:29 p.m. You can find pictures of the exterior of the house on our Facebook page.

F. STEM Camp, Coding Camp and Literacy on the Lawn: Due to Director of Health Orders that are currently in place, we will not be holding STEM Camp, Coding Camp or Literacy on the Lawn this summer. We hope to be able to return these programs in the summer of 2021.

VI. Administrative Items

A. PERSONNEL CONSENT ITEMS

1(a). Hope Leonhard: Ms. Leonhard is a current employee whose new contract should have appeared on the May 11, 2020 board of education meeting agenda.

1(b). Brandon Cobb: Mr. Cobb is being recommended to fill the principal position at Central Intermediate School left open by the retirement of Mrs. Joanne Gahan.

1(c). Anna-Marie Stiver: Ms. Stiver is being recommended to fill the kindergarten teacher position at Lincoln Elementary School left open by the transfer of Ms. Lindsay Berger to the open first grade position at Overlook Elementary School, which was left open by the retirement of Ms. Dawn Menser.

1(d). Holly Gotthardt: Ms. Gotthardt is being recommended to fill the first grade teacher position at Valley View Elementary School left open by the retirement of Ms. Lori Snoke.

1(e). Brittany Fajt: Ms. Fajt is being recommended to fill a new preschool teacher position which is necessary due to the needs of students, as identified in their individual education programs (IEPs).

1(f). Dianne Fennell: Ms. Fennell is being recommended to fill the part-time math teacher position left open by the transfer of Ms. Nicole Doyle to full-time at Wadsworth Middle School (Ms. Doyle's position has been full-time, but was split between Wadsworth Middle and High Schools). Ms. Doyle's move to full-time at Wadsworth Middle School was the result of the resignation of Mr. Jeff Cola.

B. ACTION CONSENT ITEMS

3. **Wadsworth Educational Support Personnel Association (WESPA) Evaluations:** The recommendation to declare that evaluations of Wadsworth Educational Support Personnel Association OEA/NEA (WESPA) members not completed prior to the Ohio Director of Health's Order on March 14, 2020, are determined to be impossible or impracticable to complete pursuant to Chapter 3319 of the Ohio Revised Code for the 2019-2020 school year is necessary due to the current pandemic and resulting closure of our buildings. Recent legislation (House Bill 197), which was signed into law, allows for the board of education to make this determination regarding evaluations.

4. **Revised Benefit Provision Manuals:** The revised benefit provision manuals being recommended for approval detail the pay, benefits and other working conditions for

the positions found in each manual. The current manuals expire at the end of the current contract year.

5. **Bilingual Speech & Language Services Agreement:** The Bilingual Speech & Language Services Agreement being recommended for approval will allow for Ms. Nydia A. Mendez, M.A. to complete a speech and language evaluation for a student.

6. **Shelley Mack:** The Independent Contractor Agreement between Shelley Mack and the Wadsworth City School District Board of Education for the period of August 1, 2020 through July 31, 2021 being recommended for approval will allow Ms. Mack to continue to provide visually impaired services, consultation, inservice training activities, and limited braille transcription services to benefit students, as identified in each student's individual education program (IEP).

7. & 8. **Wadsworth Educational Support Personnel Association (WESPA) OEA/NEA Memorandum of Understanding (MOU) and Benefit Provision Manuals:** The WESPA MOU and one (1)-time additional vacation day carryover for employees whose position is covered under Benefit Provision Manuals being recommended for approval will allow the said employees to carry over an additional five (5) days of vacation. The provision is for the 2019-2020 contract year only and is being recommended as a result of implications that resulted from the Health Director Order on school closure. The intent is to ensure we have appropriate staff levels this summer to complete work that is needed prior to the start of the 2020-2021 school year.

9. **Reading Writing Project Network, LLC Contract:** The Contract between Reading Writing Project Network, LLC and the Wadsworth City School District Board of Education being recommended for approval, effective May 22, 2020, is for professional development services rendered on May 22, 26, and 27, 2020. The professional development services were for teachers and was in response to our new English Language Arts textbook adoption.

11. **Class Fees for the 2020-2021 School Year:** The proposed class fees being recommended for approval are as follows:

K-12: $30/student
WHS Fees: Intro to Art, Art 2D1 and Art 2Ds: $15/student
Art 3D1 and Art 3Ds: $30/student
Advanced Art and AP Art: $40/student
Basic Electricity: $20/student
Choir: $25/student
Foundations of Technology: $20/student
Music Appreciation/Theory: $20/student
National Honor Society: $10/student
Nutrition and Wellness: $15/student
Parking Pass: $30
Practical Living: $15/student
Senior Fee: $30/student
Science Classes: $10/student

Woods 1: $40/student
Woods 2: $60/student
Woods 3: $60/student

12. **Paramount Preferred Solutions:** The Group Retrospective Participation Agreement between Paramount Preferred Solutions, Inc. and the Wadsworth City School District Board of Education being recommended for approval will allow our school district to participate in the Ohio Bureau of Workers' Compensation group retrospective in the year 2021.

13. **Star Therapy & Sales Corp:** The Independent Contractor Agreement between Star Therapy & Sales Corp and the Wadsworth City School District Board of Education for the period of August 1, 2020 through July 31, 2023 being recommended for approval will allow Star Therapy & Sales Corp to continue to provide occupational therapy services to students, as identified in each student's individual education program (IEP).

14. **SeibertKeck Agency Risk Management Insurance:** The risk management insurance through SeibertKeck Insurance Agency, Inc. being recommended for approval begins on July 1, 2020 and runs through June 30, 2021. The renewal cost is $276,242.00 and includes the policies found on page three (3) of the 2020-2021 Commercial Insurance Proposal (included in the supporting documents to this board agenda) and the recommendations found on the top of page four (4) of the said Proposal.

15. **Suburban School Transportation Company, Inc. Agreement :** The Pupil Transportation Agreement 2020/2021 between Suburban School Transportation Company, Inc. and the Wadsworth City School District Board of Education being recommended for approval will allow our school district to utilize the transportation services provided by the Suburban School Transportation Company, Inc. for a student who has been placed in an alternate education setting outside of our school district, per the student's individual education program (IEP).

16. **Kathryn DiMeo Service Contract:** The Service Contract between Kathryn DiMeo and the Wadsworth City School District Board of Education being recommended for approval is for professional development services in the areas of reading, writing, and phonics that will be rendered during the 2020-2021 school year.

17. **Tyler Technologies Agreement:** The Tyler Technologies Discover Training, Route Building or Assist Services Agreement being recommended for approval will allow for professional development on our transportation system software program.

18. **Purchase of Property for Public Purpose:** The purchase of property for public purpose (515 Durling Drive, Wadsworth) being recommended for approval is for a parcel of land that, if approved, will be used by our 2020-2021 senior carpentry program students to build a house that will be auctioned in the summer of 2021.

19. **Educational Service Center of Medina County Service Agreement Amendment:** The Service Agreement Amendment between the Educational Service Center of

Medina County and the Wadsworth City School District Board of Education being recommended for approval will allow for extended school year services this summer for students, as identified in each student's individual education program (IEP), in the area of reading.

20. **Navigate 360, LLC:** The Master Services Agreement and Software Services Addendum between Navigate 360, LLC and the Wadsworth City School District Board of Education being recommended for approval will allow our school district to continue to use the Navigate360 system for our school safety plans.

C. ACTION ITEM

1. **Summa Health System Athletic Trainer Services Agreement:** The Agreement Summa Health System Athletic Trainer Services between Summa Health System and the Wadsworth City School District Board of Education for the period of July 16, 2020 through July 15, 2023 being recommended for approval details the athletic trainer services, team physician services, and strength and conditioning services provided by Summa Health during the said period of time

VII. Items of the Treasurer

A. ACTION CONSENT ITEMS

1. **Approval of Wadsworth Public Library Tax Budget:** The Wadsworth Public Library is a "school district" library and is not part of the Medina County Library system. The library's borders are contiguous with those of the school district, and the Wadsworth City Schools Board of Education must approve their Board of Trustees as well as the tax budget and any tax levies they may put before the voters.

2. **Sale of 2020 Carpentry House:** Dave Kaufman Realty will assist the school district with the auction of the 2019-2020 carpentry house. The auction will be a little different this year, limited to just active bidders, and we will maintain proper social distancing. Dave Kaufman has indicated the market in Wadsworth for homes under $200,000 is very "hot" right now.

3. **Special Board Meeting Request:** The board will need to meet near the end of the fiscal year to approve final appropriations and set temporary appropriations for FY 2021. The meeting will be held the evening of June 29 or 30.

RECORD OF PROCEEDINGS
WADSWORTH CITY BOARD OF EDUCATION

Minutes of Regular Meeting Date: May11, 2020

The Wadsworth City Board of Education met in Regular Session on Monday, May 11, 2020, at **7:00** P.M via Google Meet.

PLEDGE OF ALLEGIANCE AND ROLL CALL

Present	Batey, Gordon, Kramer, McComas, Stevens
Absent	
Administrators	**7**
Staff	**2**
Visitors	**10**
Student Liaison	Logan Egleston

20-5-36 APPROVAL OF BOARD MINUTES

The motion was made by **McComas**, seconded by **Gordon**, to approve the following Board of Education Meeting Minutes:

Regular Session April 13, 2020

VOTE: Yea - Gordon, Kramer, McComas, Stevens, Batey
Nay - None Motion Carried,

ADMINISTRATIVE DISCUSSION ITEMS, PRESENTATIONS AND UPDATES

A. Presentation: Treasurer Beeman Five-Year Forecast

B. Update: Dr. Hill shared our Pandemic Response, End of the School Year and Future Planning

ADMINISTRATIVE ITEMS

20-5-37 Upon the recommendation of Superintendent Hill, the motion was made by **Kramer**, seconded by **Gordon**, to adopt the Personnel Consent Items from the May 11, 2020, Regular Meeting, as presented:

A. **PERSONNEL CONSENT ITEMS**

1. Employments

a)	Taylor Schrock	Certified Teacher
b)	Rebecca Shriver	Certified Teacher
c)	Madison Monheim	Certified Teacher
d)	Caroline Houston	Certified Teacher

e) Administrative Contracts for 2020-22

(The remainder of Administrative Staff in the middle of two (2) year contracts will receive salary notices for the 2020-2021 school year.)

Steven Brady
Michele Evans
Roger Havens
Kristen Rodkey
Gabe Tutor
Nance Watts

f) Administrative Contract for 2020-23

Roger Wright

g) Salary Exempt Contracts for 2020-22

(The remainder of Salary Exempt Staff in the middle of two (2) year contracts will receive salary notices for the 2020-2021 school year.)

Mike Hostetler
Corinne Magensky
Jill Peterson
Ashley Ruedisueli
Ryan Whited

h) Non-Teaching School Employee Contracts for 2020-22

Catherine Adkins
Peter Alexander, Jr.
Paige Baranowski
Kristin Beddow
Tiffany Braman
Crystal Brant
Maria Canfora
Michelle Cantwell
Angela Carretta
Maria Chambers
Denise Clark
Nicole Davis
Jessica Ely
Karyn Falor
Billie Fox
Danielle Francis
Shannon Fultz
Dawn Gangle
Mackenzie Gardner
Michelle Gerlitz
Belinda Good
Brian Haren
Brittney Harris
Kristen Highland
Sheena Huffman
Nicole Ives
April Jira
Laura Kerstetter
Tabatha Kosier
Donna Kubiak
Heather Lawrence
Jennifer Layton
Stephanie Lutz
Melissa Martin
Tiffany McMillen
Kenneth Merkle
Jay Minkin
Holly Musacchia
Lanni Mynk

Melissa Nagel
Angie Newcomer
Frank Nutter
Rebecca Osborne
Christine Race
Wendy Rogers
Elizabeth Rondy
Kelly Ross
Loree Runkle
Melanie Schneider
Barbara Skamer
Sarah Snyder
Lisa Stadvec
Matthew Strobel
Jennifer Swain
Kimberly Tobias
Erin Veverka
Allyson Wagner
April Wellman
Dayna Wolf
Andrea Yorke

i) Supplemental Contracts

Dennis Schrock	WHS Summer School Teacher (Economics)
Charles Hamilton	WHS Summer School Teacher (Government)
Victoria Albanese	Extended Service (18 hrs.)
Ashley Bonenfant	Extended Service (18 hrs.)

2. Resignations

a)	Amanda Howard		(eff. 04/15/20)
b)	Brenda Zvada	Non-Teaching Employee	(eff. 07/01/20)

3. Recommendation to approve unpaid leave for Kelsey Thomas from 05/082020 through the remainder of the 2019-20 school year.

4. Recommendation to implement a partial reduction in staff for Susan Everhart (eff. 08/17/20).

VOTE: Yea – Kramer, McComas, Stevens, Batey, Gordon
Nay – None Motion Carried,

20-5-38 Upon the recommendation of Superintendent Hill, the motion was made by **Gordon**, seconded by **McComas**, to adopt the Action Consent Items from the May 11, 2020, Regular Meeting, as presented:

B. **ACTION CONSENT ITEMS**

1. Recommendation to accept the following donations:

a)	VFW Auxiliary Post 1089	$ 500
b)	Wadsworth Lions Club	$ 2,000
c)	Wadsworth Band Boosters	$ 5,000
d)	Anonymous	$40,000

2. Recommendation to approve the following student handbooks:

a) Central Intermediate School
b) Wadsworth Middle School
c) Wadsworth High School
d) Elementary School
e) Preschool

3. Recommendation to approve the ComDoc Terms and Conditions for the Papercut Unlimited License Conversion, eff. 03/09/2020**.** **(ATTACHED)**

4. Recommendation to approve the Siteimprove Software-as-a-Service Subscription Agreement**.** **(ATTACHED)**

5. Recommendation to accept the tentative Wadsworth High School 2020 graduation roster.

6. Recommendation to approve the Agreement between the Medina County Board of Developmental Disabilities and the Wadsworth City School District Board of Education for the period of August 20, 2020 through May 27, 2021**.** **(ATTACHED)**

7. Recommendation to approve the Agreement for a One-on-One Transition Program between the Medina County Board of Developmental Disabilities and the Wadsworth City School District Board of Education for the period of August 20, 2020 through August 20, 2021**.** **(ATTACHED)**

8. Recommendation to approve the Agreement for the STEP/ESY Program between the Medina County Board of Developmental Disabilities and the Wadsworth City School District Board of Education for the period of August 20, 2020 through August 20, 2021. **(ATTACHED)**

9. Recommendation to approve the Collective Bargaining Agreement between the Wadsworth Educational Support Personnel Association OEA/NEA and the Wadsworth City School District Board of Education for the period of July 1, 2020 through June 30, 2023. **(ATTACHED)**

10. Recommendation to approve a second reading and adoption of the following revised Wadsworth City School District Board of Education policies:

    a) 4162 Drug and Alcohol Testing of CDL Licensure Holders and Other Employees Who Perform Safety-Sensitive Functions

    b) 7540.03 Student Technology Acceptable Use and Safety

11. Recommendation to approve the Traveling Classrooms Tour Contract. **(ATTACHED)**

12. Recommendation to approve the Request for Qualifications Architectural and Design Professional Services for Wadsworth City School District- New Central Intermediate School Project. **(ATTACHED)**

13. Recommendation to approve the Alternate School Food Authority (SFA) Agreement between Sacred Heart of Jesus School and the Wadsworth City School District Board of Education. **(ATTACHED)**

14. Recommendation to approve the Day Treatment-Purchase Service Agreement for the 2020-2021 School Year between Connection Education Services, Inc. and the Wadsworth City School District Board of Education. **(ATTACHED)**

15. Recommendation to approve continued membership in the Alliance for High Quality Education from July 1, 2020 through June 30, 2021.

16. Recommendation to approve the following job descriptions:

    a) Registered Behavior Technician Aide
    b) Registered Behavior Technician Attendant

17. Recommendation to approve the Contract for Services Supervised by ESC Board between the Summit Educational Service Center Governing Board and the Wadsworth City School District Board of Education for the 2020-2021 school year. **(ATTACHED)**

18. Recommendation to enter into a purchased service agreement with Summa Center for Corporate Health to employ a physician to administer bus/vehicle driver physicals for the 2020-2021 school year, in accordance with ORC 4511.01 and OAC 3301-83-07. **(ATTACHED)**

VOTE: Yea – McComas, Stevens, Batey, Gordon, Kramer
Nay – None Motion Carried,

ITEMS OF THE TREASURER

20-5-39 Upon the recommendation of Treasurer Beeman, the motion was made by **McComas**, seconded by **Kramer**, to adopt the Action Consent Items of the Treasurer from the May 11, 2020, Regular Meeting, as presented:

A. **ACTION CONSENT ITEMS**

1. Resolution to approve the amended FY 2020 Five-Year Forecast and Assumptions for submission to the Ohio Department of Education. **(ATTACHED)**

2. Resolution authorizing the Treasurer to pay all FY 20 Supplemental Contracts at 100% of the contract issued even if the entire contract was not fulfilled due to the COVID 19 pandemic and school building closure. **(ATTACHED)**

3. Recommendation to approve the receipt of funds from the Medina County Sales Tax (Fund 071) to the Ohio School Facilities Commission (OSFC) Maintenance Fund (Fund 034) to meet the OSFC half mill maintenance levy requirement for fiscal year 2020. **(ATTACHED)**

4. Recommendation to approve a transfer of $5,000 from the General Fund to the Band Uniform Replacement Fund.

5. Recommendation to accept the April financial reports as presented and subject to audit.

VOTE: Yea – Stevens, Batey, Gordon, Kramer, McComas
Nay – None Motion Carried,

LEGISLATIVE UPDATE

GORDON S.B. 1 limits the effectiveness of orders by the State Health Department. The Governor has said he will veto said legislation.

FLOOR ITEMS

BOARD MEMBER ITEMS

EGLESTON Thanked the Board for the opportunity to serve as the Student Liaison during the school year. Thanked the community for supporting the Senior Parade last Friday. Thanked all the WHS teachers for their support during the past two months. Special thank you to two of his teachers, Jason Jury and John Johnson.

KRAMER Mentioned how proud she is of the Wadsworth Schools and how the team has lead us during the pandemic. Thanked truck drivers and distributors for working during the pandemic. Sent condolences to families of Tom Broughy (school board member in another district) and Greg North, who recently passed. Thanked Logan for his participation in the Board meetings and wished him best of luck.

STEVENS Thanked Logan for his leadership on the Board and in the Class of 2020. Thanked Amanda Gordon and the community for the wonderful virtual spirit week. Thanked Steve Moore for the Senior Parade last Friday.

McCOMAS Wished best of luck to Logan in the future. Knows he will do great things. Thought Spirit Week was a great experience. Wished everyone a good summer and to stay safe, be smart and make good choices. Thanked the entire District staff for enduring the past 8 weeks.

GORDON Thanked Logan. Commented it was a pleasure working with him and wished him best of luck. Thanked everyone for their support, including Phil Luthman, Mayor Laubaugh and Tom Stugmyer for their support. Noted that the entire District has pulled together during the pandemic. Thanked Dana Hire for selecting the band placements for next year's band members and to the counselors for moving forward with scheduling. Thanked the Senior Class and the families that "adopted" a Senior by providing additional support to them as they worked through the spring without all of the traditional activities.

BATEY Thanked Logan for representing the student body on the Board. Commented he is a remarkable young man. Thanked the community for working together when there is a need—many examples of this during past 8 months. Wished best of luck to the Class of 2020. Stated lessons they have learned from this they will carry with them for the rest of their lives.

EXECUTIVE SESSION

WHEREAS, a public board of education may hold an executive session only after a majority of a quorum of this board determines by a roll call vote to hold such a session and only at a regular or special meeting for the sole purpose of the consideration of any of the following matters:

A. To consider one or more, as applicable, of the check-marked items with respect to a public employee or official:

1. Appointment
2. Employment
3. Dismissal
4. Discipline
5. Promotion
6. Demotion
7. Compensation
8. Investigation of charges/complaints (unless public hearing requested).

B. To consider the purchase of property for the public purposes or for the sale of property at competitive bidding.

C. Conferences with an attorney for the public body concerning disputes involving the public body that are the subject of pending or imminent court action.

D. Preparing for, conducting or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment.

E. Matters required to be kept confidential by Federal law or rules or State statutes.

F. Regularized details of security arrangements where disclosure of the matters discussed might reveal information that could be used for the purpose of committing or avoid prosecution for a violation of the law.

NOW, THEREFORE, BE IT RESOLVED, that the Wadsworth City Board of Education, by a majority of the quorum present at this meeting, does hereby declare its intention to hold an executive session on A2 as listed above.

EXECUTIVE SESSION

20-5-40 The motion was made by **Gordon**, seconded by **McComas**, to enter Executive Session at **8:05** p.m.

VOTE: Yea – Batey, Gordon, McComas, Stevens
Nay – None Motion Carried,

Kramer left the meeting prior to roll call and was not included in the final roll call.

EXECUTIVE SESSION recessed at **8:57** p.m.

ADJOURNMENT

20-5-41 The motion was made by **Gordon**, seconded by **McComas**, to adjourn at **8:58** p.m.

VOTE: Yea – Gordon, Kramer, McComas, Stevens, Batey
Nay – None Motion Carried,

(Signed)_____
Julie Batey, President

(Attested)_____
Douglas D. Beeman, Treasurer

Brandon R. Cobb

Objective

I am seeking a principal position in the Wadsworth City Schools where I can utilize my skills, experience, and passion to unleash the potential of staff and students.

Licensure

Ohio 5-year Professional License (2019-2024), Early Childhood, Principal Grades PK-6

Academic Background

University of Akron	*Principal Licensure Program*	August 2013-May 2014
University of Akron	*MA in Elementary Administration*	August 2008-May 2010
University of Akron	*BA in Early Childhood Education*	August 2003-May 2007

Work Experience

Principal — *Kean Elementary, Wooster, OH | June 2015-Present*

- Finalist for OAESA Hall of Fame School 2020 (pending)
- Leader in Me School since 2017- includes yearly training for staff, monthly action team meetings, and annual plans to focus on culture, leadership and academics for students and staff
- Developed a positive building-wide behavioral support system (PBIS) that is updated yearly
- Instituted over 165 school-wide leadership roles for students this school year
- Utilized the Ohio Improvement Process and set yearly goals with action plans to improve instruction and learning (building leadership team and teacher-based teams)
- Coordinated Response to Intervention (RTI) and started data meetings to progress monitor student growth
- Our value-added data indicated significant evidence (double green) of growth over the past three years
- Increased our 3rd grade reading achievement from 64% to 79.6% over the past three years
- Successfully transitioned our district Emotional Disturbance (ED) unit to Kean
- Implemented a Leader in Me training program for families to incorporate the 7 habits at home
- Collaborated and created a balanced literacy framework that supported professional development and the adoption of Lucy Calkins Units of Study for teaching reading and writing
- Partnered with community stakeholders to support student learning and bring new ideas to Kean

Administrative Intern — *Wooster High School, Wooster, OH | August 2014-June 2015*

- Organized and handled school discipline for grades 8-12
- Created positive discipline experiences for students during lunch
- Served as a district representative for Individual Education Plan meetings
- Participated in building leadership team, teacher-based team, and faculty advisory council meetings
- Conducted walkthroughs, observations and evaluations of teachers

3rd Grade Teacher *Lincoln Elementary, Wadsworth, OH | June 2007-July 2014*

- Developed engaging lessons for students
- Prepared students for the Ohio Achievement Assessments and consistently achieved high marks
- Integrated new technology into the classroom
- Organized a science fair each year for 3rd and 4th grade students
- Collaborated with teachers to develop common assessments and improve instructional strategies
- Served as a Wadsworth Education Association (WEA) union representative
- Oversaw Response to Intervention (RTI) implementation for our school

Coaching *Wadsworth, OH | June 2007-July 2014*

- Junior varsity wrestling coach for five years (2007-2012)
- Junior varsity boys golf coach for three years (2010-2013)
- Varsity girls golf coach for one year (2013-2014)

Scholarship Foundation of Wadsworth *Wadsworth, OH | September 2007-Present*

- Currently serving as president of the Scholarship Foundation of Wadsworth
- Work with board members to expand scholarships and raise funds
- Have awarded 226 scholarships for a total of $299,500 to Wadsworth High School seniors

Army National Guard *Green, OH | June 2003-July 2011*

- Learned valuable leadership and teamwork skills
- Deployed to support hurricane relief (Katrina, Ike, Gustav) efforts
- Earned Army Achievement Medal for leadership and physical fitness
- Finished my obligation as a Staff Sergeant

Professional Activity

- Ohio Association of Elementary School Administrators (OAESA) Member 2015-2020
- Ohio Leadership for Inclusion, Implementation & Instructional Improvement (OLi4) Cohort 5 2018-2020
- Wooster City Schools Literacy Committee 2015-2020
- Wooster City Schools District Leadership Team 2015-2020
- Battelle for Kids: Portrait of a Graduate Committee 2019
- Leader in Me Global Summit 2018 (Utah) 2019 (Orlando- presenter)
- Positive Education Program (PEP Assist) Training- Supporting students with trauma
- Crisis Prevention Institute (CPI) Training 2015-2020
- National K-6 Literacy Conference 2017-2018
- High Impact Strategies for Administrators: A Morning with Jon Saphier 2018
- Institute for Multi-Sensory Education Orton-Gillingham Training 2017
- Integrated Comprehensive Systems for Equity: Social Justice Institute 2017
- Ohio Leadership Advisory Council (OLAC) Action Forum 2015-2019
- Positive Behavioral Interventions and Supports (PBIS) Training 2017
- Battelle for Kids: Educators Connect for Success Conference 2017
- OAESA Beginning Administrators Academy 2015

Anna-marie Stiver

Education

University of Dayton, Dayton, Ohio — Graduated: May 2019

- **Bachelor of Science in Education** — Cumulative GPA: 3.89
- Dual Licensure: Ohio Early Childhood and Early Childhood Intervention Specialist (P– 3) — Magna Cum Laude
- 4th/5th grade Generalist Endorsement
- STEM Certificate
- Urban Teacher Academy

Student Teaching Experience

Third Grade Classroom, *Dayton Early College Academy (Urban), Dayton, OH* — August 2018 – March 2019

- Built collaborative relationships
- Differentiated instruction for 23 learners
- Composed and taught lessons in literacy, writing and mathematics

Intervention Specialist, *Dayton Early College Academy (Urban), Dayton, OH* — April 2019 – May 2019

- Instructed students in Kindergarten through second grade
- Delivered individualized and small group instruction to meet IEP goals

Clinical Field Experience

- Third Grade Classroom, *Madison Park Elementary School*
- Toddler Classroom, *Bombeck Family Learning Center*
- Preschool Classroom, *Bombeck Family Learning Center*
- Third, Fourth and Fifth Grade ELL Classroom, *CF Holliday Elementary School*
- Preschool Special Needs Classroom, *Bellbrook-Sugarcreek*
- Preschool Special Needs Classroom, *Primary Village North*

Work Experience

Sigma Kappa Sorority — June 2019 – Present
Leadership Consultant

- Partners with staff and volunteers to implement and execute chapter development efforts
- Teaches and advises chapter members in the areas of recruitment and chapter operations

University of Dayton Department of Global Languages and Cultures — September 2015 – December 2018
Office Assistant

- Worked with professors and other office personnel
- Created student files and answered phone calls

The Ohio State University: OSU Extension — June 2018 – August 2018
4-H Youth Development Program Intern

- Planned summer camps for youth
- Assisted with 4-H youth development programs

Child Care Provider — Summer 2017
The Domokos Family

- Provided guidance in a positive environment for children ages 6 and 8
- Worked to improve children's literacy skills by reading with them everyday
- Demonstrated trust with parents and children

Holly Gotthardt

Hard-working and determined early childhood teacher focused on creating a positive working environment to scaffold instruction guided towards student success

SKILLS

- Spelling instruction
- Foundational knowledge
- Activity-based learning
- Student progress analysis
- Scaffolding teaching techniques
- Effective classroom management
- Organization
- Technology savvy
- Co-teach and collaboration

EXPERIENCE

Literacy Internship | Center for Literacy with
University of Akron, August 2018-December 2019 | Akron, Ohio

- Worked collectively with education professionals to deliver in-school phonics and reading support for below average students.
- Assessed student reading levels regularly using Fountas and Pinnell, Heggerty, DRA, and Peabody Benchmark assessments.
- Designed individualized lessons plans for students struggling with reading concepts.
- Communicated with teachers to provide students with comprehensive support
- Organized fun, educational activities which allowed students to boost literacy and fluency skills through interactive learning.

Lifeguard, Akron Recreation Center ONAT | August 2017- November 2018 | Akron, Ohio

- Secretary at front desk of pool for patrons.
- Patrolled swimming areas to identify anyone in need of assistance and provide immediate care.

Lifeguard, Columbiana Firestone Pool | June 2015- September 2017 Columbiana, Ohio

- Monitored pool area for signs of distress and immediately moved into action when emergencies occurred to alleviate potential injuries or fatalities.
- CPR and first aid certification.
- Led swimmer instructional lessons with participants of varying ages to share optimal swim techniques and strength building (ages 3-7)

EDUCATION AND TRAINING

Bachelor of Science | Early Childhood Inclusive Teacher Preparation
University of Akron, Ohio | August 2016 - May 2020
Current GPA of 3.6 | Graduated Cum Laude
Currently enrolled for Reading Endorsement at University of Akron
-Experience in assessments using DRA, Fountas and Pinnell, Heggerty, and Peabody benchmark
-Experience using Wonders, Lucy Calkins, Journey's Reading Program, and Go Math! Curriculums
-Student teaching at Wadsworth City Schools, Franklin Elementary first grade classroom (Co-teach model)
- Google Classroom training through experience and seminar

ACTIVITIES AND HONORS

- Motivating literacy tutor with 2 years of dedicated teaching experience. Skilled in closely monitoring student progress and maintaining personal relationships with students. Dedicated to comprehensive reading instruction and detailed assessments.
- Attended a Wonders curriculum training day with experienced Copley-Fairlawn teachers.
- Coordinated a family STEM night with activities and problem-based learning for the parents and students of Wadsworth City Schools District, Franklin Elementary.
- Attended and interacted at a Professional Development Conference at Kent State in November of 2019.
- Collaborated with teachers at a data analysis meeting at Voris CLC creating goals for the upcoming school year by analyzing state and district testing data.
- Attended and assisted at the Center of Literacy and Urban Stem Center open house.
- Attended an Ohio Council of Teacher of Mathematics 2-day conference.
- Current OCTM member since 2018
- Current Ohio Student Educator Association member since 2019
- Throughout my 4 years at the University of Akron, I made the Lebron James Family Foundation College of Education Dean's List 2 times and the President's List at the University of Akron 2 times.
- I was involved in clubs at the University of Akron such as CHAARG (girl's fitness club), Club Softball, and AK Rowdies.
-

REFERENCES

Mija Trammell | Literacy Coach | Internship Supervisor | University of Akron Center for Literacy

Sue Pelton | Kindergarten Teacher | Copley/Fairlawn Schools District | Herberich Elementary

Kristina Marias | First Grade Teacher | Mentor Teacher during Student Teaching | Wadsworth Schools District | Franklin Elementary

Gigi Kostoff | Student Teaching Supervisor

Brittany M. Fajt

OBJECTIVE To help children achieve academic, social, and developmental skills necessary for success through a position as an early childhood classroom teacher.

EDUCATION

Master of Arts, Elementary Education-Literacy May 2015
The University of Akron Akron, Ohio
Concentrations: Elementary Education, Literacy
Licensure: Reading Endorsement
GPA: 4.00 (Major) 4.00 (Cumulative)

Bachelor of Science, Early Childhood Education May 2011
The University of Akron Akron, Ohio
Concentrations: Early Childhood Education, Early Childhood Intervention Specialist
Licensure: Early Childhood Education (Preschool-Third Grade)
Early Childhood Intervention Specialist (Preschool-Third Grade)
GPA: 4.00 (Major) 3.85/4.00 (Cumulative)

HONORS Dean's List (all semesters); Pi Lambda Theta Honor's Society of Educators; Graduated Summa Cum Laude, Member of The College of Education's Dean's Dozen

ACTIVITIES AmeriCorps Member; School Website Webmaster

TEACHING EXPERIENCE

Preschool Intervention Specialist **August 2013-Present**
First Step Preschool *Parma City School District*—Parma, Ohio

- Design instruction targeted to students' strengths, needs and interests
- Responsible for writing student IEPs, implementing IEPs and recording data
- Responsible for evaluating incoming students for special education services
- Implementing interventions and strategies to help students acquire knowledge and skills
- Two years of experience teaching in a center-based classroom (intensive needs)
- Five years of experience teaching in a co-teaching classroom (mild needs)

Title 1 Tutor **August 2012-June 2013**
Dentzler Elementary *Parma City School District*—Parma, Ohio

- Provided reading intervention in kindergarten through third grade
- Assessed students using DIBELS
- Planned and implemented family educational events

First Grade Individual and Small Group Instructor **October 2011-June 2012**

Lincoln Elementary *Cuyahoga Falls City School District*—Cuyahoga Falls, Ohio

- Collaborated with first grade team to plan and implement reading, writing and mathematics intervention and enrichment
- Designed and implemented lessons targeted to student strengths, needs, and interests
- Implemented a variety of literacy assessments

Substitute Teacher **October 2011-June 2012**

All Schools *Cuyahoga Falls City School District*—Cuyahoga Falls, Ohio

- Performed the duties of the regular classroom teacher at various buildings and grade levels
- Instructed students based upon regular classroom teacher's lesson plans

Tutor **September 2011-May 2012**

The Salvation Army's Center for Education Wadsworth, Ohio

- Provided after-school homework assistance for children in first through sixth grade
- Implemented targeted reading, writing and mathematics interventions based on students' strengths and needs
- Assisted children and families of low socioeconomic status in connecting with community resources

Student Teacher **March 2011-May 2011**

Seville Elementary *Cloverleaf Local School District*—Seville, Ohio

- Taught in co-teaching model classrooms
- Provided intensive phonics instruction in a small group setting
- Designed lessons targeted to student goals as defined in Individualized Education Plans (IEP)

Student Teacher **January 2011-March 2011**

Lodi Primary *Cloverleaf Local School District*—Lodi, Ohio

- Designed and implemented lessons using an interactive white board (SMART Board)
- Created and implemented behavior intervention plans
- Conducted standardized reading assessments (DIBELS; Fountas and Pinnell; Reading A-Z)

Internship **August 2009-May 2010**

McEbright Elementary *Akron Public Schools*—Akron, Ohio

- Taught in urban kindergarten and second grade classrooms
- Designed and implemented inquiry-based science lessons
- Incorporated technology authentically into instruction

Literacy Tutor Internship **August 2009-December 2009**

Barrett Elementary *Akron Public Schools*—Akron, Ohio

- Provided intervention instruction with an individual student
- Implemented a variety of literacy assessments
- Constructed lessons based upon evaluation of literacy assessment data

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REFERENCES Available upon request.

Diane Fennell

Education:

The University Of Akron, Akron, OH

- **Master of Arts, Education**
- Woodrow Wilson Foundation Teaching Fellow
- GPA: 4.0/4.0 (overall)

Grove City College, Grove City, PA

- **Bachelor of Science,** Mathematics
- **Bachelor of Science,** Biology
- Graduated cum laude

Certification:

- **Adolescent/Young Adult Integrated Mathematics**, OH
- **Adolescent/Young Adult Life Science**, OH

Work Experience:

Teacher: Springfield High School, Akron OH 2018 to present

- **Taught Tenth Grade Biology Classes**. Responsible for using a variety of teaching techniques to help students learn and apply knowledge to various situations. Utilized many hands-on activities to encourage participation and retention. Was able to significantly improve the proficiency rating on Ohio End of Course Assessment and earned an" accomplished" rating.

Teacher: Early College Academy, Canton, OH 2013 to 2018

- **Taught Seventh and Eighth Grade General Math Classes**. Responsible for creating engaging, student-centered, Common Core aligned lessons that developed critical thinking and problem solving skills. Continually assessed students toward mastery of standards and provided differentiation to adapt the curriculum to the needs of each student. Utilized district technology in various ways in order to prepare students for real life situations.

- **Taught Seventh and Eighth Grade Science Classes**. Responsible for implementing a diverse, science- based curriculum that inspired students to seek answers for themselves. Motivated students through positive and encouraging methodologies that utilized demonstrations and laboratory experiments.

Fellowship: Early College High School, Canton, OH 2012-2013

- Recipient of the Woodrow Wilson Foundation Teaching Fellowship. During this year, taught ninth grade advanced geometry and advanced biology classes. Developed website for cooperating teacher, managed classroom assignments via Edmodo and participated in Building Leadership Team meetings as well as all staff meetings.

Substitute Teacher: Northwest Local Schools, Canal Fulton, OH 2009 - 2012

- Long-Term Teaching Assignment for Eighth Grade Health Classes.

Senior Professional Sales Representative, Merck and Co., Inc., Canton, OH 1988 -1999

- Managed Hospital Territory for world-leading pharmaceutical company and consistently exceeded sales objective.
- Received Merck and Co. Award of Excellence.

Activities:

Yearbook Advisor, Specialized Instruction Committee, Response to Intervention Committee, D.C. trip chaperone, Jr. Cast Advisor, Science Department Chair, Restorative Justice Committee, Building Leadership Team.

Community Service:

Northwest Boys Basketball Boosters Treasurer, Polar Express volunteer, John Knox Church teacher

Benefit Provision Manuals Summary of Changes
May 27, 2020

The changes noted below are in addition to language “clean up/housekeeping” items.

Administrator Benefit Provision Manual:

- Three (3) years, August 1, 2020 through July 31, 2023

- Salary range increase as follows:

  - Year 1: 2.5%
  - Year 2: 2.5%
  - Year 3: 3.0%

- Director of Student Services moved into the same pay range as the Director of Instruction and Professional Development and the High School Principal

- Contracted days for the Central Intermediate School Principal changed to two hundred twenty (220) days from two hundred and ten (210) days

- Changed middle school principal hours during the school year to 6:45-3:15 p.m. (from 7:15-3:45 p.m.) to allow for coverage when students are present

- Consolidation of cell phone reimbursement from three (3) categories to one (1) category

- Addition of one (1) paid holiday for administrators who work two hundred sixty (260) days (both Christmas Eve and New Year’s Eve instead of a floating holiday they choose from)

- Addition of language specifying that eight (8) weeks of leave are permitted from the date of delivery for a caesarean section (aligns the Manual language with past/current practice)

- Specifies that the Board may require use of the district-owned pool car in lieu of mileage reimbursement

- Allows for payment to more than one (1) professional organization, not to exceed five hundred dollars ($500.00) (the dollar amount did not change)

- Adds language to severance pay that allows the potential for a HSA option and requires the severance payment follow the same process as employees in the Wadsworth Education Association

Salary Exempt Employee Benefit Provision Manual:

- Three (3) years, August 1, 2020 through July 31, 2023

- Salary range increase as follows:

  - Year 1: 2.5%
  - Year 2: 2.5%
  - Year 3: 3.0%

- Changes the Accounting Supervisor title to Assistant Treasurer

- Eliminates Gifted Coordinator position from the manual, as the position is no longer in existence

- Eliminates the Technology Supervisor position from the manual, as the position is no longer in existence

- Changes contract days for the High School Security Monitor from 185 to “varies, not to exceed 185”

- Consolidation of cell phone reimbursement from two (2) categories to one (1) category, for the positions that are eligible for the said reimbursement

- Addition of one (1) paid holiday for salary exempt employees who work two hundred sixty (260) days (both Christmas Eve and New Year’s Eve instead of a floating holiday they choose from)

- Addition of language specifying that eight (8) weeks of leave are permitted from the date of delivery for a caesarean section (aligns the Manual language with past/current practice)

- Specifies that the Board may require use of the district-owned pool car in lieu of mileage reimbursement

Hourly Exempt Employee Benefit Provision Manual:

- Three (3) years, August 1, 2020 through July 31, 2023

- Eliminates Assistant to the Superintendent and Communication Specialist position from the manual, as the position is no longer in existence

- Hourly pay range increase as follows:

  - Year 1: 2.5%

- Year 2: 2.5%
- Year 3: 3.0%

- Addition of one (1) paid holiday for hourly exempt employees who work two hundred sixty (260) days (both Christmas Eve and New Year's Eve instead of a floating holiday they choose from)

- Addition of language specifying that eight (8) weeks of leave are permitted from the date of delivery for a caesarean section (aligns the Manual language with past/current practice)

- Specifies that the Board may require use of the district-owned pool car in lieu of mileage reimbursement



ADMINISTRATOR BENEFIT PROVISIONS

AUGUST 1, 2020 ~~2017~~ TO JULY 31, 2023
~~2020~~

ADMINISTRATOR BENEFIT PROVISIONS

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ADMINISTRATOR BENEFIT PROVISIONS

DECLARATION

The following benefit provisions apply to all those persons employed by the Board of Education under the proper administrative certification and officially classified as an "Administrator." The following positions are classified as Administrators for the purpose of this Administrator Benefit Provision and will be referred to as "Administrators" from this point on:

High School Principal
Middle School Principal
Intermediate School Principal
Elementary School Principals
Associate High School Principal
Assistant High School Principal
Assistant Middle School Principal
Assistant Intermediate School Principal
Assistant Superintendent
Director of Student Services
Director of Instruction and Professional Development
Director of Technology
Athletic Director
Coordinator of Testing, Assessment and Data

ADMINISTRATOR BENEFIT PROVISIONS

SALARY RANGES AND WORK DAYS PER YEAR

	~~2017-18~~ 2020-2021		~~2018-19~~ 2021-2022		~~2019-20~~ 2022-2023		
Position	Low	High	Low	High	Low	High	Days
Assistant Superintendent	$118,925	$135,016	~~$114,243~~ $121,898	~~$128,559~~ $138,391	~~$116,024~~ $125,555	~~$131,723~~ $142,543	260
Director of Instruction & Professional Development, Director of Student Services, High School Principal	~~$108,003~~ $116,875	~~$122,873~~ $132,966	~~$112,243~~ $119,796	~~$126,559~~ $136,290	~~$114,024~~ $123,390	~~$129,723~~ $140,379	260
~~Director of Student Services~~, Associate High School Principal, ~~& Compact Director~~	~~$99,758~~ $107,953	~~$114,758~~ $124,185	~~$102,751~~ $110,652	~~$118,201~~ $127,290	~~$105,320~~ $113,971	~~$121,156~~ $131,108	260
Intermediate School Principal, Middle School Principal	~~$97,325~~ $105,320	~~$111,959~~ $121,156	~~$100,245~~ $107,953	~~$115,318~~ $124,185	~~$102,751~~ $111,191	~~$118,201~~ $127,910	~~210,~~ 220
Elementary Principal (Pre K- 4), High School Assistant Principal, & H.S. Athletic Director	~~$91,160~~ $98,648	~~$105,866~~ $114,562	~~$93,895~~ $101,114	~~$109,042~~ $117,426	~~$96,242~~ $104,148	~~$111,768~~ $120,949	210, 220, 260
Middle School Assistant Principal & Coordinator of Testing, Assessment and Data ~~Gifted & Instructional Assessment Coordinator~~	~~$83,151~~ $89,982	~~$97,125~~ $105,104	~~$85,646~~ $92,231	~~$100,039~~ $107,731	~~$87,787~~ $94,998	~~$102,540~~ $110,963	210, 206
Intermediate School Assistant Principal	~~$79,223~~ $85,731	~~$91,243~~ $98,738	~~$81,600~~ $87,874	~~$93,980~~ $101,207	~~$83,640~~ $90,511	~~$96,330~~ $104,243	206
Director of Technology	~~$77,834~~ $84.227	~~$89,641~~ $97,004	~~$80,169~~ $86,333	~~$92,330~~ $99,429	~~$82,173~~ $88,923	~~$94,638~~ $102,412	260

ADMINISTRATOR BENEFIT PROVISIONS

ADMINISTRATORS SCHEDULES

The work year and minimum office hours for Administrators are as follows:

Position	Vacation Days*	Hours During School Year	Summer Hours
High School Principal	24	7:15 a.m.-3:45 p.m.	7:30 a.m.-4:00 p.m.
Middle School Principal	0	~~7:15~~ 6:45 a.m.-~~3:45~~ 3:15 p.m.	7:30 a.m.-4:00 p.m.
Central Intermediate School Principal	0	7:45 a.m.-4:15 p.m.	7:30 a.m.-4:00 p.m.
Elementary Principal (All)	0	7:45 a.m.-4:15 p.m.	7:30 a.m.-4:00 p.m.
Associate High School Principal	24	7:15 a.m.-3:45 p.m.	7:30 a.m.-4:00 p.m.
Assistant High School Principal	0	7:15 a.m.-3:45 p.m.	7:30 a.m.-4:00 p.m.
Assistant Middle School Principal	0	7:15 a.m.-3:45 p.m.	7:30 a.m.-4:00 p.m.
Assistant Intermediate School Principal	0	7:45 a.m.-4:15 p.m.	7:30 a.m.-4:00 p.m.
Assistant Superintendent	24	7:30 a.m.-4:00 p.m.	7:30 a.m.-4:00 p.m.
Director of Student Services	24	7:30 a.m.-4:00 p.m.	7:30 a.m.-4:00 p.m.
Director of Instruction and Professional Development	24	7:30 a.m.-4:00 p.m.	7:30 a.m.-4:00 p.m.
Athletic Director	24	7:15 a.m.-3:45 p.m.	7:30 a.m.-4:00 p.m.
Coordinator of Testing, Assessment and Data	0	7:30 a.m.-4:00 p.m.	7:30 a.m.-4:00 p.m.
Director of Technology	24	7:30 a.m.-4:00 p.m.	7:30 a.m.-4:00 p.m.

*Eighty (80) hours of unused vacation can be carried over to the next school year. New balances for vacation begin August 1 of each year.

ADMINISTRATOR BENEFIT PROVISIONS

ANNUITIES

Administrators can request to participate in the annuities program provided such program is with any insurer licensed to do business in the State of Ohio. The cost of annuities will be reduced from the annual salary and the difference will be reported on earnings for tax purposes.

DISCIPLINARY PROCEEDINGS

Appropriate discipline may include oral or written reprimand, suspension with or without pay, reduction, demotion and/or termination.

CELL PHONES

Cell phone reimbursements are given to Administrators based upon the following:

~~Assistant Superintendent, Athletic Director, Director of Instruction and Professional Development, Director of Student Services, Director of Technology, and the High School Principal:~~ $15/month for cell phone minute package; $35/month for data package; $600 total annually. An additional $100 will be paid for device reimbursement in every odd number year.

~~K-8 Principals: $11/month for cell phone minute package; $30/month for data package; $492 total annually. An additional $100 will be paid for device reimbursement in every odd number year.~~

~~Assistant Principals and Coordinator of Testing, Assessment and Data: $11/month for cell phone minute package; $30/month for data package; $492 total annually.~~

COMPENSATION SYSTEM (YEARLY)

CONCEPT

Each administrator and exempt employee has a base salary or hourly rate, the starting point of which is determined at his/her date of hire (see description below). Each year the Board of Education will determine a dollar amount available for raises to administrators and exempt employees. If the Board of Education determines money is available, the Superintendent will be responsible for determining how the money will be distributed to the employees. The Superintendent will determine a base percentage increase that will be given to all employees. In addition to the uniform base percentage

increase, an additional uniform percentage will be available for employees who have met their performance goals and have the highest rating possible on their summative evaluation for the year (see description below). Within the parameters written above, the total compensation increase an employee receives in a given year cannot exceed the top of the salary range for his/her position in the year in question.

HIRING SALARIES/HOURLY RATE

The determination of the appropriate starting salary or hourly rate for new hires will be made by the Superintendent. Starting salaries or hourly rates should be at, or toward, the minimum of the assigned salary or hourly rate range (as found in the appropriate Benefit Provision Manual). A starting salary or hourly rate which is higher than the minimum assigned salary or hourly rate range may be granted for such reasons as education and/or work experience directly applicable to the job which exceeds the minimum qualification requirements, a competitive market situation, a special or specific talent, etc. Salary or hourly rate levels of current District employees should also be considered in determining new hire salaries or hourly rates.

ATTAINMENT OF PERFORMANCE GOALS

At the beginning of each school year, the employee will set a minimum of two (2) performance goals collaboratively with his/her direct supervisor. In years where the Board of Education has allocated money for raises, employees who meet their performance goals and who have the highest rating possible on their summative evaluation for the year will receive the additional uniform percentage available.

Whether an employee has met his/her performance goals is determined by the direct supervisor, in consultation with the Superintendent, and involves a portfolio based system that provides supporting evidence of results/outcomes.

SALARY/HOURLY RATE STRUCTURE ANALYSIS

In response to market trends, the salary/hourly rate structures should be reviewed and updated, as appropriate. A market analysis should be completed using comparable school districts in our area.

RATIONALE

This system allows for performance-based financial incentives while creating an atmosphere where everyone can “win” if they have met their performance goals and have achieved at the highest level on their summative yearly evaluation. Performance goals and the evaluation instrument are known to the employee from the beginning, thus eliminating to a great degree the idea of a supervisor being “arbitrary” with decisions that

are made. All of this is done within the dollar amount allocated by the Board of Education.

EVALUATION OF ADMINISTRATORS

The Superintendent will institute and maintain a comprehensive program for the evaluation of administrative personnel. Administrative personnel include directors, principals, assistant principals, and any other administrative or supervisory personnel not included in an employee negotiating unit.

The purpose of an Administrator Evaluation will be to assess the performance of Administrators and to provide information upon which to base employment and personnel decisions. Evaluation should also assist Administrators to develop their professional abilities in order to better accomplish the effective management of the school system.

The evaluation criteria for each position will be in written form and will be made available to the Administrator (See Appendix A for administrators not following the OPES evaluation system). Evaluations will be made by the person to whom the Administrator is immediately responsible. The results of the evaluation will be put in writing and discussed with the Administrators by the person who makes the evaluation. An administrator whose contract is due to expire at the conclusion of the current school year shall have at least one (1) preliminary evaluation and one (1) final evaluation during such year. A written copy of the preliminary evaluation report shall be provided to the administrator at least sixty (60) days prior to any Board action on the renewal or non-renewal of the contract. A written copy of the final evaluation report shall be provided to the administrator at least five (5) days prior to any Board action on the renewal or non-renewal of the contract.

The Administrator being evaluated will have the right to attach a memorandum to the written evaluation. The results of the evaluation will be kept in personnel records maintained in the central office. Information gathered and written evaluative documents used in retention, promotion or termination of an Administrator will be accessible to the person concerned or his/her representative.

In order that there will be no conflict of interest in the supervision and evaluation of employees, at no time may any Administrator be solely responsible for the supervision and/or evaluation of an employee if the Administrator is directly related to that employee.

ADMINISTRATOR BENEFIT PROVISIONS

HOLIDAY PAY

Administrators that work 260 days are entitled to 11 ~~10~~ paid holidays as follows:

1. New Year's ~~Eve~~ Day
2. Martin Luther King Day
3. Memorial Day
4. Fourth of July
5. Labor Day
6. Thanksgiving Day
7. Friday after Thanksgiving Day
8. Christmas Day
9. Good Friday (will be a paid holiday in years when school is not in session on that day)
10. ~~Floating Holiday (one day to be used on either Christmas Eve, New Year's Eve Day, Presidents' Day or July 3)~~
11. Christmas Eve
12. New Year's Eve

FBI CHECK

The Board shall pay for the cost of any FBI check necessitated by licensure renewal provided the Administrator completes the background check through central office.

INSURANCE

GENERAL PROVISIONS

A. Right to Insurance Benefits

In addition to the salary and other payments, the compensation of Administrators shall include the insurance benefits provided herein. Administrators who are scheduled to work less than seventy-five percent (75%) of full-time shall not be eligible for insurance benefits.

B. Copy of Certificate of Insurance

Administrators will receive a certificate of insurance which shall provide the specific benefits provided.

C. Distribution of Explanation of Coverage(s)

ADMINISTRATOR BENEFIT PROVISIONS

1. As amendments and/or changes in insurance coverages or carriers are made, Administrators will receive a written description, prepared by the carrier, of such amendments and/or changes. This written description shall be provided within sixty (60) days of the amendment and/or changes.

2. An Administrator hired during the term of this agreement shall, at the time of the signing of his/her administrative contract, receive a written description of all insurance coverages in effect at that time.

D. Full-Time Administrator Defined

Regular, full-time Administrators include only those who regularly work more than seventy-five percent (75%) of an Administrators workday and workweek.

E. Distribution of Insurance Cards

Each Administrator shall be issued a current insurance card.

PREFERRED PROVIDER ORGANIZATION (PPO)

A. Right to Coverage

1. Administrators may obtain coverage for himself/herself, and, if applicable, his/her dependent(s) in accordance with established eligibility requirements by applying for coverage and providing all information reasonably requested by the Treasurer to establish eligibility of the Administrator and his/her dependent(s).

2. The coverage shall meet or exceed the specifications listed below.

3. When the Board solicits bids for its insurance program, Administrators shall participate in reviewing bid specifications and bids.

B. Method of Payment/Insurance Premium Share

Administrators and the Board of Education shall pay a portion of the monthly premium. ~~For the 2017-2018 and 2018-2019 school years, the Administrator will pay 10.6% and the Board will pay 89.4% of the plan costs. Beginning with the 2019-2020 (July 1, 2019), t~~The Administrator will pay 11.0% and the Board will pay 89.0% of the plan costs.

ADMINISTRATOR BENEFIT PROVISIONS

C. Summary of Benefits

Wadsworth City Schools – Base Plan
Blue Access® (PPO)
Effective 07/01/2018

Covered Benefits	Network	Non-Network
Deductible (Single/Family)	$250/$500	$1,000/$1,600
Out-of-Pocket Limit (Single/Family)	$1,250/$2,500	$3,400/$6,800
Physician Home and Office Services (PCP/SCP) **Primary Care Physician (PCP)/** **Specialty Care Physician (SCP)** Including Office Surgeries and allergy serum:	$20/$20	30%
• allergy injections (PCP and SCP)	20%	30%
• allergy testing	20%	30%
• MRAs, MRIs, PETS, C-Scans, Nuclear Cardiology Imaging Studies, non-maternity related Ultrasounds and pharmaceutical products	20%	30%
Preventive Care Services • Services included but not limited to: Routine medical exams, Mammograms, Pelvic Exams, Pap testing, PSA tests, Immunizations, Annual diabetic eye exam, Hearing screenings and Vision screenings which are limited to Screening tests (i.e. Snellen eye chart) and Ocular Photo screening.	No cost share	30%
Emergency and Urgent Care		
Emergency Room Services	$100	$100
• **facility/other covered services** (copayment waived if admitted)		
Urgent Care Center Services	$25	30%
• MRAs, MRIs, PETS, C-Scans, Nuclear Cardiology Imaging Studies, Non-maternity related Ultrasounds and pharmaceutical products	20%	30%
• Allergy injections	20%	30%
• Allergy testing	20%	30%
Inpatient and Outpatient Professional Services Include but are not limited to: • Medical Care visits (1 per day), Intensive Medical Care, Concurrent Care, Consultations, Surgery and administration of general anesthesia and Newborn exams	20%	30%
Blue 8.0 500 Series		

ADMINISTRATOR BENEFIT PROVISIONS

Covered Benefits	Network	Non-Network
Inpatient Facility Services (Network/Non-Network combined) Unlimited days except for: • 60 days for physical medicine/rehab (limit includes Day Rehabilitation Therapy Services on an outpatient basis) • 180 days for skilled nursing facility	20%	30%
Outpatient Surgery Hospital/Alternative Care Facility • Surgery and administration of general anesthesia	20%	30%
Other Outpatient Services including but not limited to: • Non Surgical Outpatient Services for example: MRIs, C-Scans, Chemotherapy, Ultrasounds, and other diagnostic outpatient services. • Home Care Services 30 visits (excludes IV Therapy) (Network/Non-Network combined) • Durable Medical Equipment, Orthotics and Prosthetics • Physical Medicine Therapy Day Rehabilitation programs • Hospice Care • Ambulance Services	20% 20% 20%	30% 20% 20%
Outpatient Therapy Services (Combined Network & Non-Network limits) • Physician Home and Office Visits (PCP/SCP) • Other Outpatient Services @ Hospital/Alternative Care Facility Limits apply to: • Cardiac Rehabilitation Unlimited • Pulmonary Rehabilitation Unlimited • Physical Therapy: 60 visits • Occupational Therapy: 60 visits • Manipulation Therapy: 12 visits • Speech therapy: 20 visits • Teledoc (Live Health Online)	 $20/$20 20%	 30% 30%
Accidental Dental: Unlimited per accident (Network and Non-network combined)	Copayments/Coinsurance based on setting where covered services are received	30%
Behavioral Health: **Mental Illness and Substance Abuse[2]** • Inpatient Facility Services • Physician Home and Office Visits (PCP/SCP) • Other Outpatient Services. Outpatient Facility @ Hospital/Alternative Care Facility, Outpatient Professional	 20% $20 20%	 30% 30% 30%
Human Organ and Tissue Transplants[3] • Acquisition and transplant procedures, harvest and storage.	20%	30%

ADMINISTRATOR BENEFIT PROVISIONS

Covered Benefits	Network	Non-Network
Prescription Drugs **Network Tier structure equals 1/2/3**		
• **Network Retail Pharmacies:** (30-day supply)	$10 generic/$20 preferred brand/$30 Non-preferred generic & brand	50%, min $30[5]
• **Home Delivery Service:** (90-day supply)	$25 generic/$50 preferred brand/$70 Non-preferred generic & brand	Not covered
Member may be responsible for additional cost when not selecting the available generic drug.	Rx OOP Max: $6,525 Single/$13,050 Family	Rx OOP Max: $13,050 Single/$26,100 Family
Medicare Rx - Wrap		

Notes:

- All medical deductibles, copayments and coinsurance apply toward the out-of-pocket maximum (excluding Non-Network Human Organ and Tissue Transplant (HOTT) Services). Prescription drug cost shares have a separate out-of-pocket maximum.
- Deductible(s) apply to covered medical services listed with a percentage (%) coinsurance, including 0%. However, the deductible does not apply to Emergency Room Services where a copayment & (%) coinsurance applies and may not apply to some Behavioral Health services where coinsurance applies
- Network and Non-network deductibles, copayments, coinsurance and out-of-pocket maximums are separate and do not accumulate toward each other.
- Dependent Age: to end of the month which the child attains age 26
- Specialist copayment is applicable to all Specialists excluding General Physicians, Internist, Pediatricians, OB/GYNs and Geriatrics or any other Network Provider as allowed by the plan.
- When allergy injections are rendered with a Physicians Home and Office Visit, only the Office Visit cost share applies. When the Office Visit cost share is a % coinsurance, deductible and coinsurance apply to allergy injections
- No cost share (NCS) means no deductible/copayment/coinsurance up to the maximum allowable amount. 0% means no coinsurance up to the maximum allowable amount. However, when choosing a Non-network provider, the member is responsible for any balance due after the plan payment.
- PCP is a Network Provider who is a practitioner that specializes in family practice, general practice, internal medicine, pediatrics, obstetrics/gynecology, geriatrics or any other Network provider as allowed by the plan.
- SCP is a Network Provider, other than a Primary Care Physician, who provides services within a designated specialty area of practice.
- Certain diabetic and asthmatic supplies, except diabetic test strips, have no deductible/copayment/coinsurance up to the maximum allowable amount at network pharmacies.
- Benefit period = calendar year
- Mammograms (Diagnostic) are no copayment/coinsurance in Network office and outpatient facility settings.
- Behavioral Health Services: Mental Health and Substance Abuse benefits provided in accordance with Federal Mental Health Parity.
- Preventive Care Services that meet the requirements of federal and state law, including certain screenings, immunizations and physician visits are covered.
- Private Duty Nursing – limited to 82 visits/Calendar Year
- Vision limited services – additional vision services are covered when specifically coded as determination of refraction, routine ophthalmological examination including refraction for new and established patients, and a visual functional screening for visual acuity. No additional ophthalmological services are covered as part of the medical coverage.
- Plan to exclude coverage for elective abortions.

[2] We encourage you to review the Schedule of Benefits for limitations.
[3] Kidney and Cornea are treated the same as any other illness and subject to the medical benefits.
[5] Rx non-network diabetic/asthmatic supplies not covered except diabetic test strips.

ADMINISTRATOR BENEFIT PROVISIONS

Precertification:
Members are encouraged to always obtain prior approval when using non-network providers. Precertification will help the member know if the services are considered not medically necessary.

Pre-existing Exclusion Period: none

This summary of benefits has been updated to comply with federal and state requirements, including applicable provisions of the recently enacted federal health care reform laws. As we receive additional guidance and clarification on the new health care reform laws from the U.S. Department of Health and Human Services, Department of Labor and Internal Revenue Service, we may be required to make additional changes to this summary of benefits.

This summary of benefits is intended to be a brief outline of coverage. The entire provisions of benefits and exclusions are contained in the Group Contract, Certificate, and Schedule of Benefits. In the event of a conflict between the Group Contract and this description, the terms of the Group Contract will prevail.

By signing this Summary of Benefits, I agree to the benefits for the product selected as of the effective date indicated.

Authorized group signature (if applicable)	Date
Underwriting signature (if applicable)	Date

ADMINISTRATOR BENEFIT PROVISIONS

Covered Benefits	Network	Non-Network
Prescription Drugs **Network Tier structure equals 1/2/3**		
o **Network Retail Pharmacies:** (30-day supply)	$10 generic/$20 preferred brand/$30 Non-preferred generic & brand	50%, min $30[5]
o **Home Delivery Service:** (90-day supply)	$25 generic/$50 preferred brand/$70 Non-preferred generic & brand	Not covered
Member may be responsible for additional cost when not selecting the available generic drug. Medicare Rx - Wrap	Rx OOP Max: $6,525 Single/$13,050 Family	Rx OOP Max: $13,050 Single/$26,100 Family

Notes:

- All medical deductibles, copayments and coinsurance apply toward the out-of-pocket maximum (excluding Non-Network Human Organ and Tissue Transplant (HOTT) Services). Prescription drug cost shares have a separate out-of-pocket maximum.
- Deductible(s) apply to covered medical services listed with a percentage (%) coinsurance, including 0%. However, the deductible does not apply to Emergency Room Services where a copayment & (%) coinsurance applies and may not apply to some Behavioral Health services where coinsurance applies
- Network and Non-network deductibles, copayments, coinsurance and out-of-pocket maximums are separate and do not accumulate toward each other.
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- Specialist copayment is applicable to all Specialists excluding General Physicians, Internist, Pediatricians, OB/GYNs and Geriatrics or any other Network Provider as allowed by the plan.
- When allergy injections are rendered with a Physicians Home and Office Visit, only the Office Visit cost share applies. When the Office Visit cost share is a % coinsurance, deductible and coinsurance apply to allergy injections
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Authorized group signature (if applicable)	Date
Underwriting signature (if applicable)	Date

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WELLNESS RIDER

The wellness program will consist of a combination of activities that are designed to increase awareness, assess risk, educate and promote voluntary behavior change to improve the health of an individual. The objective is to encourage modifications of member health status and enhance personal well-being and productivity, with a goal of preventing injury and illness.

The program includes the following provisions:

(1) An annual voluntary onsite biometric screening or physician directed preventive exam will be provided at no cost to the employee. Onsite biometric screenings or physician directed examinations shall be conducted around the summer/fall of each calendar year. The screening shall provide (but not be limited in application to as determined by the District) confidential employee information in four (4) key wellness categories:

- Non-smoker or participation in a smoking cessation program
- Low density Li-protein (LDL)/High-density Li-protein (HDL) and Total Cholesterol
- Body Mass Index (BMI)
- Blood Pressure (BP)

(2) ~~Effective January 1, 2018 all WESPA members and any new members hired subsequent to January 1, 2018 who voluntarily participated in the previous fall~~

~~onsite biometric screening or physician directed preventive exam earn health credits applicable to the following calendar year. The value of health credits in the following calendar year will be issued exclusively based on the employee's participation in either the onsite biometric screening or physician directed preventive exam. Single enrollees shall earn a credit of $100 to be applied to a Health Reimbursement Account (HRA) on a calendar year basis. Family enrollees shall earn a health credit of $200 to be applied to a Health Reimbursement Account (HRA) on a calendar year basis. Employer contributions to the HRA will expire at the end of the calendar year for which they are earned if they are not used.~~

~~(3) Effective January 1, 2019, employees who voluntarily participated in the 2018 onsite biometric screening or physician directed preventive exam will have the opportunity to earn HRA credits. The value of HRA credits in the 2019 calendar year will be based on four key biometric components. Each component shall be equal to a credit value of $25 for single enrollees or $50 for family enrollees. In no event will the total value of credits exceed $100 for a single enrollee or $200 for a family enrollee. HRA credits are non-transferable and are only valid against allowable medical expenses incurred and applicable during the 2019 calendar year.~~

Beginning in 2019 and applicable for each subsequent calendar year, HRA credits shall be issued subject to the terms and conditions outlined herein; credits shall be provided on the following basis:

- Participation in the immediately preceding period's onsite biometrics initiative or physician directed preventive exam.
- Employee certification of being a non-smoker or successful completion of a physician directed smoking cessation program during the year shall be worth $25/single or $50/family.
- Total Cholesterol Score of 240 or less. Or, should the employee's score be in excess of 240, physician certification of the employee's participation in a management program to reduce their cholesterol risk or certification of the employee's inability to reduce this risk due to a related medical condition. Or, should the employee's total cholesterol be in excess of 240, a 5% improvement over the prior year's total cholesterol provided that the employee participated in the prior year's onsite or physician directed

examination process. Completion of any of the above three conditions shall be worth $25/single or $50/family.

- Body Mass Index (BMI) of 30 or less. Or, should the employee's BMI be in excess of 30, physician certification of the employee's participation in a management program to reduce their BMI or certification of the employee's inability to reduce this risk due to a related medical condition. Or, should the employee's BMI be in excess of 30, a 5% improvement over the prior year's BMI provided that the employee participated in the prior year's onsite or physician directed examination process. Completion of any of the above three conditions shall be worth $25/single or $50/family.
- Blood Pressure of 140/90 or less. Or, should the employee's blood pressure be in excess of 140/90, physician certification of the employee's participation in a management program to reduce their blood pressure or certification of the employee's inability to reduce this risk due to a related medical condition. Or, should the employee's blood pressure be in excess of 140/90, a 5% improvement over both the prior year's Systolic and Diastolic blood pressure number provided that the employee participated in the prior year's onsite or physician directed examination process. Completion of any of the above three conditions shall be worth $25/single or $50/family.

(4) For each year after 2018, employees who voluntarily participated in the immediately preceding prior onsite biometric screening or physician directed preventive exam will have the opportunity to earn health credits for the following calendar year.

TERM LIFE INSURANCE

A. Right to Coverage

The Board shall purchase from a carrier licensed by the State of Ohio, group term life insurance in the amount of Fifty Thousand Dollars ($50,000) for each regular, full-time Administrator now or hereinafter employed.

B. Method of Payment

The full cost of this program and any increase thereof shall be paid by the Board.

C. Right to Purchase Additional Coverage

The Board shall allow an Administrator to purchase additional amounts of coverage through payroll deduction, provided the number electing to take advantage of this opportunity is adequate to meet the requirements of the insuring company. The Board may insist that the amount of such additional coverage shall be Fifty Thousand Dollars ($50,000) or One Hundred Thousand Dollars ($100,000), at the option of the Administrator. The right to purchase such additional coverage is subject to availability and to all requirements imposed by the insurance carrier.

ACCIDENTAL DEATH AND DISMEMBERMENT

A. Right to Coverage

Full-time Administrators can purchase Voluntary Accidental Death and Dismemberment (AD&D) insurance coverage. You may elect either $50,000 or $100,000 of Voluntary AD&D coverage for yourself. This coverage will end when employment terminates.

B. Method of Payment

The Board will deduct all or part of the premium through payroll deductions.

PROFESSIONAL LIABILITY INSURANCE

Professional liability insurance shall be provided by the District.

DENTAL INSURANCE

A. Right to Coverage

The Board shall self-fund and/or purchase from a carrier licensed in the State of Ohio, dental insurance coverage which meets the specifications set forth in this section for each full-time Administrator, now or hereinafter employed, and his/her family. The Board shall maintain the current Usual and Customary Rate (UCR) percentile for services out of the PPO network.

ADMINISTRATOR BENEFIT PROVISIONS

B. Method of Payment of Coverage

The full cost of such insurance shall be paid by the Board.

C. Right to Change Coverage Status

Administrators may change the coverage status (Single or Family) effective the first (1st) of any month or during the open enrollment period during the month of June, subject to the rules and regulations of the carrier.

D. Specifications of Coverage

Delta Dental PPO (Point-of-Service) Summary of Dental Plan Benefits For Group# 1151-5000, 5091

This Summary of Dental Plan Benefits should be read along with your Certificate. Your Certificate provides additional information about your Delta Dental plan, including information about plan exclusions and limitations. If a statement in this Summary conflicts with a statement in the Certificate, the statement in this Summary applies to you and you should ignore the conflicting statement in the Certificate. The percentages below are applied to Delta Dental's allowance for each service and it may vary due to the dentist's network participation.*

Control Plan – Delta Dental of Ohio
Benefit Year – January 1 through December 31
Covered Services –

	PPO Dentist	**Premier Dentist**	**Non-participating Dentist**
	Plan Pays	**Plan Pays**	**Plan Pays***
Diagnostic & Preventive			
Diagnostic and Preventive Services – exams, cleanings, fluoride, and space maintainers	**100%**	**100%**	**100%**
Sealants – to prevent decay of permanent teeth	**100%**	**100%**	**100%**
Brush Biopsy – to detect oral cancer	**100%**	**100%**	**100%**
Radiographs – X-rays	**100%**	**100%**	**100%**
Basic Services			
Emergency Palliative Treatment – to temporarily relieve pain	**80%**	**80%**	**80%**
Minor Restorative Services – fillings and crown repair	**80%**	**80%**	**80%**
Endodontic Services – root canals	**80%**	**80%**	**80%**

ADMINISTRATOR BENEFIT PROVISIONS

Periodontic Services – to treat gum disease	**80%**	**80%**	**80%**
Oral Surgery Services – extractions and dental surgery	**80%**	**80%**	**80%**
Other Basic Services – misc. services	**80%**	**80%**	**80%**
Major Services			
Major Restorative Services – crowns	**70%**	**70%**	**70%**
Relines and Repairs – to bridges, implants, and dentures	**70%**	**70%**	**70%**
Prosthodontic Services – bridges, implants, and dentures	**70%**	**70%**	**70%**
Orthodontic Services			
Orthodontic Services – braces	**60%**	**60%**	**60%**
Orthodontic Age Limit –	**No Age Limit**	**No Age Limit**	**No Age Limit**

* When you receive services from a Nonparticipating Dentist, the percentages in this column indicate the portion of Delta Dental's Nonparticipating Dentist Fee that will be paid for those services. The Nonparticipating Dentist Fee may be less than what your dentist charges and you are responsible for that difference.

- Oral exams (including evaluations by a specialist) are payable twice per calendar year.
- Prophylaxes (cleanings) are payable twice per calendar year. Periodontal maintenance procedures are not a Covered Service for people under age 16.
- People with specific at-risk health conditions may be eligible for additional prophylaxes (cleanings) or fluoride treatment. The patient should talk with his or her dentist about treatment.
- Fluoride treatments are payable twice per calendar year for people up to age 19.
- Space maintainers are payable once per area per lifetime for people up to age 16.
- Bitewing X-rays are payable twice per calendar year for people under age 19 and once per calendar year for people age 19 and older. Full mouth X-rays (which include bitewing X-rays) are payable once in any five-year period. Vertical bitewing X-rays are payable once in any three-year period.
- Four periapical and two occlusal X-rays are payable per calendar year.
- Sealants are payable twice per tooth per lifetime for the occlusal surface of first and second permanent molars up to age 16. The surface must be free from decay and restorations.
- Crowns, inlays and onlays are Covered Services for people age 16 and older once in any five-year period. Recementation of crowns, inlays and onlays are payable once per lifetime for people age 16 and older. Prefabricated crowns are Covered Services on primary teeth.
- Composite resin (white) restorations are Covered Services on posterior teeth.
- Porcelain and resin facings on crowns are optional treatment on posterior teeth.
- Root canal treatment is payable once per tooth per lifetime. Retreatment of a previous root canal is payable once per tooth per lifetime.
- Certain oral surgery procedures including vestibuloplasty, frenulectomy, frenuloplasty, oroantral fistula closure, primary closure of sinus perforation and biopsy of hard tissue are Covered Services.
- Full and partial dentures are payable once in any five-year period. Tissue conditioning is payable twice in any 12- month period. Chairside reline and rebase of dentures are payable once in any calendar year. Lab reline and rebase of dentures are payable once in a three-year period. Adjustments of dentures are payable once in any calendar year.
- Recement of bridges is payable once per lifetime. Repair of bridges is payable once in any five-year period.
- Implants and implant related services are payable once per tooth in any five-year period.

ADMINISTRATOR BENEFIT PROVISIONS

- ➢ Emergency palliative treatment is a Covered Service twice in any calendar year. Consultations (by other than the treating dentist) are Covered Services once in any calendar year. Occlusal guards and occlusal adjustments are not Covered Services.

Having Delta Dental coverage makes it easy for you to get dental care almost everywhere in the world! You can now receive expert dental care when you are outside of the United States through our Passport Dental program. This program gives you access to a worldwide network of dentists and dental clinics. English-speaking operators are available around the clock to answer questions and help you schedule care. For more information, check our Web site or contact your benefits representative to get a copy of our Passport Dental information sheet.

Maximum Payment – $3,000 per person total per Benefit Year on all services except orthodontics. $1,500 per person total per lifetime on orthodontic services.

Deductible – $25 Deductible per person total per Benefit Year limited to a maximum Deductible of $50 per family per Benefit Year. The Deductible does not apply to oral exams, preventive services, consultations, office visit for observation, X-rays, brush biopsy, sealants, and orthodontic services.

Any expenses incurred by an eligible person for covered services during the last three months of a benefit year and applied to the Deductible for that benefit year will also be applied to the Deductible for the following Benefit Year.

The Deductible met under the previous carrier for the period January 1, 2014 through June 30, 2014 will be applied to the 2014 calendar year Deductible with Delta Dental. It is the Subscriber's responsibility to provide Delta Dental with adequate documentation of the Deductible met under the previous carrier.

Waiting Period – Employees who are eligible for dental benefits are covered as identified in your contract with the school district.

Eligible People – All eligible contracted employees of the school district who elect the dental plan. The Contractor and Subscriber share the cost of this plan.

Also eligible at your option are your legal spouse and your dependent unmarried children to the end of the month in which they turn 26 if eligible to be claimed by you as a dependent under the U.S. Internal Revenue code during the current calendar year. You and your eligible dependents must enroll for a minimum of 12 months. If coverage is terminated after 12 months, you may not re-enroll prior to the open enrollment that occurs at least 12 months from the date of termination. Your dependents may only enroll if you are enrolled (except under COBRA) and must be enrolled in the same plan as you. Plan changes are only allowed during open enrollment periods, except that an election may be revoked or changed at any time if the change is the result of a qualifying event as defined under Internal Revenue Code Section 125.

If you and your spouse are both eligible under this Contract, you may be enrolled as both a Subscriber on your own application and as a dependent on your spouse's application. Your dependent children may be enrolled on both applications as well. Delta Dental will coordinate benefits.

Benefits will cease on the last day of the month in which the employee is terminated.

ADMINISTRATOR BENEFIT PROVISIONS

PHYSICAL EXAMINATION

The Board will pay balance not covered by an Administrator's Medical Health Insurance of an Administrator's physical examination if requested by the Board.

LEAVE PROVISIONS

SICK LEAVE

A. Accumulation

An Administrator shall be allowed to accumulate Sick Leave credit to the maximum of three hundred four (304) days. Any member who retires under STRS/SERS and returns to employment in the District shall accumulate sick leave as prescribed in this section of the Agreement, with the understanding there will be no carryover of sick leave from service that predates their STRS/SERS retirement. Administrators shall be eligible for all Leave Provisions listed in this section.

B. Annual Allowance

Administrators shall be granted sick leave on the following basis: one and one quarter (1 1/4) days for each completed month of service or fifteen (15) days for each completed year of service.

C. Notification of Accumulated Days

Administrators shall receive accurate notification of his/her accumulated Sick Leave with each pay.

D. Advance

An Administrator whose Sick Leave has been exhausted shall be credited with five (5) days of Sick Leave. These five (5) days or any portion thereof may be used at any time in case the Administrator is unable to work because of any of the prescribed reasons for the use of Sick Leave and the Administrator has not accumulated a sufficient amount of Sick Leave.

ADMINISTRATOR BENEFIT PROVISIONS

E. Use of Sick Leave

1. Sick Leave with pay may be used for the following reasons:

   a. For absence of the Administrator due to personal illness, pregnancy, injury, exposure to contagious disease which could be communicated to others.

   b. For absence of the Administrator due to illness, injury, or death in the immediate family of said Administrator.

   c. An Administrator may use accrued Sick Leave for pregnancy, as provided in the Ohio Revised Code. Absent medical verification of a need for a longer leave, the use of sick leave for pregnancy and/or childbirth will not exceed six (6) weeks from the date of delivery or eight (8) weeks from the date of delivery for a caesarean section, when documentation of the caesarean section has been provided.

   d. For care of a spouse with a newborn baby up to a maximum of five (5) days. If an Administrator requires more than five (5) days, he/she will provide written documentation to the Superintendent upon return to work.

   e. A maximum of two (2) days related to the birth of a child of an immediate family member.

   f. For death of an aunt or uncle up to a maximum of two (2) days. If an Administrator requires more than two (2) days, he/she may use personal leave.

2. Sick Leave with pay may not be used for:

   a. Child care;

   b. Grandchild care.

3. Administrators will not be charged sick leave on non-work days.

4. Administrators utilizing sick leave shall not be required to give the reason, except that they are in compliance with the proper use of sick leave listed in this section. Notwithstanding this provision, an Administrator may be required to provide reasons if there is an investigatory meeting because of suspected misuse, abuse, or unauthorized use of sick leave.

5. Any misuse, abuse, or unauthorized use of sick leave will result in disciplinary action up to and including termination.

F. Immediate Family Defined

The "immediate family" shall be defined as follows:

1. Spouse of the Administrator;

2. Children and grandchildren of the Administrator or his/her spouse;

3. Parents and stepparents of the Administrator or his/her spouse;

4. Brother(s) and sister(s) of the Administrator or his/her spouse;

5. Grandparents of the Administrator or his/her spouse;

6. Son-in-law and daughter-in-law of the Administrator or his/her spouse; and

7. In the event of death, "immediate family" also includes aunts and uncles.

8. Any person in loco of the above (e.g. anyone residing in the same home with the Administrator or any relative who clearly stands in the same relationship with the Administrator as any of those so specified). An Administrator must provide a written description of the facts on the District absence report form supporting the in loco situation.

EXTENDED ILLNESS LEAVE

An Administrator unable to perform satisfactorily because of personal illness or an illness in the immediate family may be granted a leave of absence without pay for the remainder of the school year.

Application for such leave must be accompanied by a statement from the attending physician setting forth the nature of the illness or disability. In the instance of personal illness, the physician's statement must include a definite recommendation that the Administrator be relieved of duties. In the event of a leave as a result of illness of a member of the immediate family, the physician's statement must indicate the need for the Administrator's absence.

Application for reinstatement from such leave must be made in writing and, in the event of a requested return from a Personal Illness Leave, must be accompanied by a health care provider's certification for return to work.

ADMINISTRATOR BENEFIT PROVISIONS

PERSONAL LEAVE

A. Right to Leave

1. Administrators shall be eligible for three (3) unrestricted days per school year.

2. Administrators will not be charged personal leave on non-work days.

B. Notice of Intent to Use Leave

Notice of intent to use Personal Leave shall be provided by the Administrators completing and delivering to the Superintendent or designee, the prescribed form at least three (3) days in advance of the anticipated absence. If circumstances make advance notice impossible, the Administrator shall notify the Superintendent or designee of his/her intent to use Personal Leave as soon as practicable.

C. Purpose of Leave

It is the intent of this Section to provide Administrators with a means of dealing with personal matters that cannot be handled except during school hours.

D. Personal Leave must be taken in minimum increments of one-quarter (1/4) hour.

E. On occasion, special circumstances not covered by the provision above may arise and Administrators may wish to request personal leave. Such requests shall be made to the Superintendent in writing, who may grant the personal leave on a paid or unpaid basis or may deny the request.

F. An Administrator who abuses personal leave will be subject to discipline, up to and including termination.

G. An Administrator will be reimbursed one-hundred fifty dollars ($150.00) for each unused personal leave day(s) by June 30 of each year. If the Administrator desires to have unused personal leave converted to sick leave in lieu of receiving one-hundred fifty dollars ($150.00) for each unused personal leave day, he/she must submit a letter to the Treasurer's office by June 15.

PAID ADOPTION LEAVE

A. Adoptions in the United States

An Administrator is eligible, upon adoption of a child in the United States, to use accumulated sick leave for up to a total of twenty (20) days, which may be taken after the Board receives documentation of the adoption. Such leave must be taken within a 12-month period, during which period custody is received. If both

adoptive parents are Board employees, either or both may use sick leave under this provision with the understanding that the combined sick leave taken by both will not exceed twenty (20) days.

B. Adoptions Outside the United States

If a child outside of the United States is adopted, an Administrator will be able to use accumulated sick leave for up to a total of twenty (20) days, which may be taken after the Board receives documentation of the adoption. Such leave must be taken within a 12-month period, during which period custody is received. Further, accumulated sick leave may be used for up to a total of ten (10) days for the adoption process, prior to receiving custody of the child. The scheduling of leave for the adoption process will be arranged between the Administrator and the Superintendent. If both adoptive parents are Board employees, either or both may use sick leave under this provision with the understanding that the combined sick leave taken by both will not exceed thirty (30) days.

C. Administrators will not be charged adoption leave on non-work days.

JURY DUTY

A. An Administrator shall be granted time off for jury duty actually served during the workday and shall suffer no loss of pay or benefits. The Administrator may keep any payment received for jury duty. Documentation received from the court confirming jury duty actually served must be submitted with the absence form.

B. Time spent on jury leave will not be charged against any other leave provision.

LEAVE PURSUANT TO SUMMONS OR SUBPOENA

ADMINISTRATOR BENEFIT PROVISIONS

A. Right to Leave for a Summons or Subpoena

Any Administrator who is summoned or subpoenaed for a job-related issue shall be granted leave with no loss of pay or other benefits for days missed by reasons of the summons or subpoena. In the event a subpoena will be issued on behalf of the Board, the Administrator obtaining the subpoena must give at least five (5) calendar days notice prior to the hearing. A summons or subpoena issued because of a student's custody issue is considered to be job related. An Administrator receiving a subpoena to appear as a witness for a non-job related issue shall be eligible for leave under this section. A copy of the subpoena, once served, will be included with the leave form.

B. Right to Leave for a Non-Job Related Issue

Personal leave must be utilized for a summons issued because of a non-job related issue. If the Administrator has exhausted his/her personal leave, and is summoned for something that is not job-related, leave pursuant to summons or subpoena may be used in order to comply with the summons.

C. Leave Not Covered

An Administrator is not eligible for leave under this Section if the Administrator is a party to the legal proceeding.

ASSAULT LEAVE

A. Right to Leave

An Administrator who is absent due to physical disability directly resulting from an assault, which occurs in the course of Board employment, while on duty either during school hours or where required to be in attendance at a school-sponsored function, shall be eligible to receive Assault Leave.

B. Notice of Intent to Use Leave

1. Such leave shall be granted, for a period not to exceed one hundred eighty (180) workdays, upon the Administrator delivering to the Business Office a signed Employee Report of Injury Form.

2. Such statement will indicate the nature of the injury, the date of its occurrence, the identity of the individual(s) causing the assault (if known), the facts surrounding the assault and willingness of the Administrator to cooperate with the Board if the Board chooses to pursue legal action against the assailant(s).

C. Rights While On Leave

1. Except as noted under restrictions below, an Administrator on Assault Leave shall be maintained on full pay status during the period of his/her leave.

2. Leave granted under this Section shall not be charged against Sick Leave earned or earnable under ORC Section 3319.141 or leave granted under other Sections of this Article.

3. An Administrator will not be charged assault leave on non-work days.

D. Length of Leave

Assault Leave may be used for the period of the disability up to a maximum of one hundred eighty (180) workdays.

E. Restrictions

1. If medical attention is required, the Administrator shall supply a certificate from a licensed physician stating the nature of the disability and its duration.

2. The Administrator must file a Workers Compensation claim with the Business Office. The pay of a member on Assault Leave shall be reduced by the amount received by him/her, if any, for Workers' Compensation as a benefit to cover loss of pay resulting from the injury. However, the Administrator's pay shall not be reduced by benefits received from Workers' Compensation to cover occupational diseases, medical expenses, nursing expenses, hospital services, medicines and/or rehabilitation services.

3. If an Administrator is unable to return to work after using fifty (50) days for assault leave, he/she shall provide the Board medical verification of the need for additional assault leave. The Board retains the right, at its own expense, to require the Administrator to obtain the opinion of a second healthcare provider designated by the Board. If the second opinion is in conflict with the Administrator's first medical verification, the Board may request, at the Board's expense, that the Administrator see a mutually agreed upon healthcare provider to give a final and binding opinion regarding the need for continued assault leave.

4. Falsification of either the signed statement or a physician's certificate may be grounds for suspension or termination of employment under ORC Section 3319.16.

F. Verbal Assault Leave

An Administrator not physically assaulted but who is emotionally distraught due to a threat of physical injury that is direct, specific and plausible will receive up to two (2) days off without loss of pay, as long as the member reports the threat to the police.

PROFESSIONAL LEAVE

A. Professional Leave of Absence may be granted annually to Administrators for the purpose of attending workshops or other professional meetings each year.

B. The term "Professional Leave" is not to include days when an Administrator accompanies students to meetings, competitions, or other student activities.

C. The Board shall pay the portion of the pre-approved receipted expenses as stipulated on the Professional Leave Application form for fees, meals, lodging, and transportation, incurred by Administrators who attend workshops, seminars, conferences, or other professional improvement sessions which have the advance approval of the Superintendent or designee for the particular purpose of professional improvement to the school system and/or to the individual participating.

D. Such authorization for attendance will need prior approval by the Superintendent or designee. The Administrator shall receive his/her salary for those days he/she is absent from his/her assignment for such Professional Leave.

UNPAID CHILD CARE LEAVE

Following the conclusion of any pregnancy-related disability; or in the event any Administrator adopts a child and such child is less than one (1) year of age at the time of adoption; or, with respect to a father, following the birth of a child; the Administrator may apply for permission to take Parental Leave. Requests for permission to take Parental Leave must be made to the Superintendent at least twenty (20) days prior to the date on which the parental leave is to begin. Notification for leave in the case of adoption shall be given as soon as possible prior to receiving custody of the child. Parental Leave shall be granted upon request, provided that the following conditions are met:

A. Unpaid child care leave and the absence (if any) charged to sick leave shall not exceed six (6) months.

B. The Administrator must state specifically in writing at the time Parental Leave is requested, the length of such requested leave and the date on which the Administrator will be available to return to work.

C. Parental Leave will not exempt an Administrator from decisions regarding contract renewals relating to Administrator's appraisal and/or staff reduction under this Agreement. If Parental Leave is granted, and upon return of the Administrator from Parental Leave, he/she will be assigned to his/her prior position, if available, or a position as nearly equal to that which had been previously occupied.

D. Insurance benefits and other fringe benefits under this Agreement shall not apply during the period of a parental leave.

E. In the event an Administrator does not return to work at the time indicated in his/her request for Parental Leave, said Administrator will forego any rights to reinstatement.

OTHER UNPAID LEAVES

The Board may, at its discretion, grant other leaves as are authorized by the Ohio Revised Code.

FAMILY AND MEDICAL LEAVE

Administrators may take up to twelve (12) workweeks of unpaid leave ("FMLA Leave") in any school year (August 1 through July 31) for one (1) or more of the following circumstances:

A. The birth of an Administrator's child and to care for the child up to age one (1);

B. The adoption or foster care of a child, up to twelve (12) months after placement;

C. To care for the spouse, child, or parent of an Administrator when that family member has a serious health condition;

D. The Administrator's inability to perform the functions of the position because of the member's own serious health condition.

To be eligible for FMLA Leave, the Administrator must have worked for Wadsworth City Schools for at least twelve (12) months met the FMLA's 1250-hours-worked requirements before the leave request.

BENEFITS WHILE ON LEAVE

With the exception of FMLA leave, no benefits that result in an expense to the Board will be provided to any Administrator while on a leave of absence without pay. When a group

insurance policy permits, an Administrator on an unpaid leave of absence may continue to participate in such insurance benefits by advance payment of the cost of such benefits as determined by the insurance carriers or Plan Administrator but no more than one hundred two percent (102%) of the total cost of the benefit.

MILITARY LEAVE

An Administrator who is a member of a reserve component of the Armed Forces of the United States and/or the State of Ohio shall be granted leave of absence from his/her respective duties without loss of pay for such time as he/she is in the military service or field training or active duty for periods not to exceed one hundred seventy six (176) hours in any one (1) calendar year. Bargaining unit members called to active duty in the uniformed services for longer than a month in a calendar year are entitled to leave and pay as set forth in Ohio Revised Code Section 5923.05. The District and the Administrator shall continue to contribute to the State Teachers Retirement System (STRS) based on the amount of compensation actually paid to the Administrator during the military leave of absence, subject to any subsequent legislative enactment.
An Administrator shall be granted a leave without pay when he/she leaves the employment of the Board and within forty (40) days thereafter enters the Armed Forces of the United States. An Administrator shall be reemployed following such leave if application is made in writing within ninety (90) days of discharge, other than a dishonorable discharge, from active duty. Reemployment shall be under the same type of contract as was formerly held and shall be at the beginning of the next semester, provided application is made not less than thirty (30) days prior to the beginning of the next semester.

Sick leave is not accumulated during the period of military leave.

MILEAGE REIMBURSEMENT

The Board will reimburse Administrators for the use of his/her personal vehicle in connection with travel directly related to school business, unless the Board has notified Administrators that the district-owned pool car must be used if available. Such reimbursement mileage will exclude daily travel to and from home. Required attendance at meetings and functions outside of the school district shall be considered reimbursable mileage. Such reimbursement shall be paid at the prevailing IRS rate upon monthly statements signed by the Superintendent and Treasurer.

PAYROLL PRACTICES

Administrators will receive their salary in twenty-six (26) biweekly substantially equal pays. All administrators will have their paychecks issued via direct deposit and will receive an email notice.

ADMINISTRATOR BENEFIT PROVISIONS

PERSONNEL FILES

Administrators shall have the right, upon request, to examine and obtain a copy of any information in his/her personnel file except for information classified by law as confidential.

PROFESSIONAL ORGANIZATION MEMBERSHIP

The Board will pay for each administrator up to five hundred dollars ($500.00) for ~~one (1)~~ professional organization membership(s) each year.

RETIREMENT BENEFITS

EMPLOYER PICK UP RESOLUTION

Wadsworth City Schools Administrative Employees shall be entitled to the "fringe benefit pick up" which means the Wadsworth City Board of Education will pay the 10% retirement contribution to STRS or SERS on behalf of the Administrative Employee, in accordance with Code Section 414(h)(2). The amount of the fringe benefit pick up shall not be considered part of the employee's total annual salary for any purpose.

However, administrative employees with 10 or more years of service in the Wadsworth City School District may elect to receive pick up on the pick up. These picked-up employee contribution are in lieu of payments by the employee and shall be paid by the Board as a fringe benefit in addition to the contract salary otherwise payable to the employee. These contributions shall be treated as additional compensation and included in salary for retirement purposes.

The following employees are the Covered Administrative Employees:

High School Principal
Middle School Principal
Intermediate School Principal
Elementary Principal (Pre K- 4)
Assistant and Associate High School Principals
Assistant Middle School Principal
Assistant Intermediate School Principal
Assistant Superintendent
Director of Student Services
Director of Instruction and Professional Development
Director of Technology
Athletic Director

ADMINISTRATOR BENEFIT PROVISIONS

Coordinator of Testing, Assessment and Data

SEVERANCE PAY

If the Board determines that a HSA is a legal option for an employee's severance pay, a committee will be formed to determine which company will administer the HSA. Members of the committee will include three (3) members from the Association who are appointed by the Association and three (3) members of the administration who are appointed by the Superintendent. Other employee groups may also be represented on the committee. President/Co-Presidents of any Associations represented on the committee and the Superintendent will be de-facto members of the committee. Once the selection is made and details of the HSA are finalized, the Association and Board will revise the Negotiated Agreement language in this section to reflect the HSA option.

A. Right to Severance Pay

An Administrator shall receive severance pay upon quitting his/her employment in the District and retiring providing he/she: (1) is approved for retirement benefits by the State Teachers Retirement System (STRS), or (2) is at least fifty (50) years old and has been employed at least ten (10) full years in the District, or (3) has fifteen (15) or more years service credit with the STRS and at least ten (10) full years of service in the District.

B. Calculation of Severance Pay

1. Severance pay shall be based on the rate of pay at the time of the Administrators last day of service.

2. Severance pay will be given for forty percent (40%) of the Administrator's accumulated sick leave at the time of resignation/retirement, up to forty percent (40%) of two hundred (200) days; i.e. a benefit of up to eighty (80) days.

3. If an Administrator does not have sufficient Sick Leave to qualify for maximum severance resigns or retires after fifteen (15) or more years' service in the District, then the severance pay to which he/she is entitled shall be supplemented by One Hundred Dollars ($100.00) for each year of service in the District, provided that the total severance pay shall not exceed the eighty (80) day cap.

C, Method of Payment

ADMINISTRATOR BENEFIT PROVISIONS

1. The severance payment will be made in one (1) lump sum within ninety (90) calendar days of the last day under contract with the District provided the Administrator submits their 403(b) provider and account number to the Treasurer's Office. In the event the Administrator has not submitted his/her information to the Treasurer's Office within ninety (90) days, the severance payment will be made to the Administrator within twenty (20) days of receiving the information.

2. Notwithstanding anything in this Manual or Board policy to the contrary, in accordance with the terms of the "Severance Pay Deferral Program" described in section 3.4 (a) of the District's Section 403 (b) Plan (the "Section 403(b) Plan"), certain retiring Administrators shall have their severance pay mandatorily paid into an annuity contract or custodial account that is designed to meet the tax-qualification requirements of IRC Section 403(b) (a "Designated Plan Contract"). Payment of such amounts under this section 3.4(a) of the Section 403(b) Plan shall be in lieu of payment of such amounts directly to the retiring Administrator; and no retiring Administrator shall have the option of receiving payment of such amounts directly in cash.

3. Any Administrator entitled to severance pay who is not an eligible participant (an eligible participant is defined as an Administrator who retires in or after the calendar year that includes the Administrator's 55th birthday) in the Severance Pay Deferral Program will continue to be eligible for any and all severance payments in accordance with this Manual. The Administrator may elect to defer such pay to a plan contract, as permitted by any related provision of the Section 403 (b) Plan.

4. All contributions to the Section 403(b) Plan, all deferrals to a Plan Contract, and all payments to Administrators, shall be subject to reduction for any tax withholding or other withholding that the Treasurer determines is required by law. The Board does not guarantee any tax results associated with the Section 403(b) Plan, deferrals, or payments made to an Administrator.

5. The provisions of Section 3.4(a) of the Section 403(b) Plan are hereinafter referred to as the Severance Pay Deferral Program.

ADMINISTRATOR BENEFIT PROVISIONS

The terms of the Severance Pay Deferral Program shall include the following:

a. Participation in the Severance Pay Deferral Program shall be mandatory for all "Covered Employees." A Covered Employee shall be any Administrator who retires in or after the calendar year that includes the Employee's 55th birthday and thereby becomes entitled to "Severance Pay."

b. For purposes of the Severance Pay Deferral Program, the term "Severance Pay" shall mean a payment that is attributable to the Covered Employee's accrued but unused sick days. In addition, the Severance Pay must be payable no later than the last day of the fifth calendar year following the calendar year of the Covered Employee's termination of employment on account of retirement.

c. The Employer Contribution made on the behalf of the Covered Employee under the Severance Pay Deferral Program in each calendar year shall be in an amount equal to the lesser of:

(1) The total amount of the Covered Employee's Severance Pay.

(2) The maximum contribution amount allowable under the terms of this Plan.

d. The required Employer Contribution under the Severance Pay Deferral Program shall be made within the timeframes described in under the Administrator Benefit Provision Manual.

e. To the extent that the Employer Contribution under the Severance Pay Deferral Program exceeds the maximum amount allowable under this Plan in the calendar year of payment, the excess amount shall be payable to the 403(b) Plan in January in subsequent calendar years, up to the maximum amount allowable under this Plan, for up to a maximum of five (5) calendar years after the calendar year of the Covered Employee's retirement; and if there is any

remaining amount of Severance Pay, the excess amount shall be paid to the Covered Employee in cash.

C. Restrictions

Within the meaning of this policy, an individual may "retire" only once. Retirement from another district shall make an individual ineligible for this retirement benefit.

D. Any Administrator who retires under STRS and returns to employment in the District will not be eligible for severance pay.

VACATION DAYS

Eighty (80) hours of unused vacation can be carried over to the next school year. New balances for vacation begin August 1 of each year.

ADMINISTRATOR BENEFIT PROVISIONS

WADSWORTH CITY SCHOOLS EVALUATION INSTRUMENT

Wadsworth City Schools Evaluation Instrument
Administrators and Exempt Employees

EMPLOYEE _____ EVALUATOR _____

DEPT. _____ POSITION _____ DATE _____

Performance Traits	*Rating (Numerical Score)*	*Numerical Score (from previous column)*	*Comments*
1. PROFESSIONAL EXPERTISE Knowledge of job, qualifications	Accomplished (4)		
2. TEAMWORK: Teamwork, works well with others, cooperates with colleagues	Accomplished (4)		
3. PROFESSIONAL CHARACTER: Appearance, courtesy, attitude, public relations, communication	Accomplished (4)		
4. PERSONAL JOB ACCOMPLISHMENTS/INITIATIVE: Motivation, reliability, dependability, interest in work	Accomplished (4)		
5. LEADERSHIP: Sets example, provides direction, has vision	Accomplished (4)		

ADMINISTRATOR BENEFIT PROVISIONS

Wadsworth City Schools Evaluation Instrument
Administrators and Exempt Employees

6. QUALITY OF WORK: Accuracy, neatness, thoroughness, standard of work	Accomplished (4)		
7. QUANTITY OF WORK: Volume, amount, speed, turn-around time, projects	Accomplished (4)		
8. PROFESSIONAL GROWTH: Activities, programs, initiatives	Accomplished (4)		
9. ATTENDANCE: Punctual, absenteeism	Accomplished (4)		
GENERAL COMMENTS:			
	RATING TOTAL	0	**OVERALL RATING**: Accomplished Accomplished 32-36 Skilled 23-31 Developing 14-22 Ineffective 9-13



SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

August 1, 2020 ~~2017~~ to July 31, 2023 ~~2020~~

Revised June 2020 ~~August 2018~~

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

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SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

DECLARATION

The following benefit provisions apply to all those persons employed by the Board of Education and officially classified as a "Salary Exempt." The following positions are classified Salary Exempt for the purpose of this Salary Exempt Employee Benefit Provision and will be referred to as "SEE" from this point on:

Assistant Treasurer ~~Accounting Supervisor~~
Attendance Officer
Bear Cub Director
EMIS Coordinator
Food Service Supervisor
~~Gifted Coordinator~~
High School Security Monitor
Network Engineer
Payroll Supervisor
School Nurse
Preschool Supervisor/Psychologist
Special Education Transition Specialist
Supervisor of Facilities and Grounds
~~Technology Supervisor~~
Technology Support Specialist
Transportation Supervisor

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

SALARY RANGE AND WORK SCHEDULE

	~~2017-18~~ 2020-2021		~~2018-19~~ 2021-2022		~~2019-20~~ 2022-2023			
Position	**Low**	**High**	**Low**	**High**	**Low**	**High**	**Days**	**Hr/day**
Preschool Supervisor/Psychologist	~~$72,163~~ $78,091	~~$84,164~~ $91,077	~~$73,967~~ $80,043	~~$86,268~~ $93,354	~~$76,186~~ $82,444	~~$88,856~~ $96,155	187	7
~~Technology Supervisor~~	~~$67,834~~	~~$79,641~~	~~$69,530~~	~~$81,632~~	~~$71,616~~	~~$84,081~~	~~260~~	~~8~~
Supervisor of Facilities and Grounds, ~~Accounting Supervisor~~Asst. Treasurer, Special Ed. Transition Specialist	~~$62,787~~ $67,945	~~$76,615~~ $82,908	~~$64,357~~ $69,644	~~$78,530~~ $84,981	~~$66,288~~ $71,733	~~$80,886~~ $87,530	260, 210	8
Transportation Supervisor	~~$48,401~~ $52,376	~~$62,010~~ $67,104	~~$49,611~~ $53,686	~~$63,560~~ $68,781	~~$51,099~~ $55,296	~~$65,467~~ $70,845	260	8
Food Service Supervisor	~~$48,543~~ $52,531	~~$60,883~~ $65,884	~~$49,757~~ $53,845	~~$62,405~~ $67,531	~~$51,250~~ $55,460	~~$64,277~~ $69,557	210, 194	8
Network Engineer Technology Support Specialist	~~$40,327~~ $43,639	~~$54,652~~ $59,141	~~$41,335~~ $44,730	~~$56,018~~ $60,620	~~$42,575~~ $46,072	~~$57,699~~ $62,439	260	8
Payroll Supervisor	~~$46,139~~ $49,929	~~$58,090~~ $62,861	~~$47,292~~ $51,177	~~$59,542~~ $64,433	~~$48,711~~ $52,712	~~$61,328~~ $66,366	260	8
EMIS Coordinator	~~$47,474~~ $52,145	~~$54,783~~ $60,174	~~$48,661~~ $53,448	~~$56,153~~ $61,678	~~$50,121~~ ~~$50,873~~ $55,052	~~$57,838~~ ~~$58,706~~ $63,528	260	8
Attendance Officer	~~$40,041~~ $43,330	~~$50,385~~ $54,524	~~$41,042~~ $44,413	~~$51,645~~ $55,887	~~$42,273~~ $45,745	~~$53,194~~ $57,564	194	8
Bear Cub Director	~~$31,544~~ $34,136	~~$39,462~~ $42,704	~~$32,333~~ $34,989	~~$40,449~~ $43,771	~~$33,303~~ $36,039	~~$41,662~~ $45,084	204	8
High School Security Monitor	~~$28,305~~ $30,630	~~$35,991~~ $38,948	~~$29,013~~ $31,396	~~$36,891~~ $39,922	~~$29,883~~ $32,338	~~$37,998~~ $41,119	varies, not to exceed 185	8
School Nurse	~~$45,657~~ $49,407	~~$62,466~~ $67,598	~~$46,798~~ $50,642	~~$64,028~~ $69,288	~~$48,202~~ $52,161	~~$65,949~~ $71,366	182	8

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

CALAMITY DAYS

A. Unless notified otherwise by administration, SEEs who are contracted to work in excess of two hundred and thirty five (235) or more days are expected to report to work when the school(s) in which they are employed are closed owing to an epidemic or other public calamity.

B. SEEs who work in excess of two hundred and thirty five (235) days shall be paid for regular time lost if said epidemic or calamity prevents them from reporting, or causes them to be late.

C. SEEs who work in excess of two hundred and thirty five (235) days are required to make every reasonable effort to be present to assist in the routine tasks to be performed and in coping with the emergency.

CELL PHONES

Cell phone reimbursements are given to SEEs based upon the following:

Assistant Treasurer, Attendance Officer, Bear Cub Director, Food Service Supervisor, Network Engineer, Preschool Supervisor/Psychologist, School Nurse, Special Education Transition Specialist, ~~Technology Supervisor,~~ Technology Support Specialist, Supervisor of Facilities and Grounds, and Transportation Supervisor~~, and Supervisor of Facilities and Grounds~~: $15/month for cell phone minute package; $35/month for data package; $600 total annually. An additional $100 will be paid for device reimbursement in every odd number year.

~~Accounting Supervisor, Attendance Officer, Bear Cub Director, Network Engineer, Preschool Supervisor/Psychologist, Special Education Transition Specialist and Technology Support Specialist $11/month for cell phone minute package; $30/month for data package; $492 total annually.~~

COMPENSATION SYSTEM (YEARLY)

CONCEPT

Each administrator and exempt employee has a base salary or hourly rate, the starting point of which is determined at his/her date of hire (see description below). Each year the Board of Education will determine a dollar amount available for raises to administrators and

exempt employees. If the Board of Education determines money is available, the Superintendent will be responsible for determining how the money will be distributed to the employees. The Superintendent will determine a base percentage increase that will be given to all employees. In addition to the uniform base percentage increase, an additional uniform percentage will be available for employees who have met their performance goals and have the highest rating possible on their summative evaluation for the year (see description below). Within the parameters written above, the total compensation increase an employee receives in a given year cannot exceed the top of the salary range for his/her position in the year in question.

HIRING SALARIES/HOURLY RATE

The determination of the appropriate starting salary or hourly rate for new hires will be made by the Superintendent. Starting salaries or hourly rates should be at, or toward, the minimum of the assigned salary or hourly rate range (as found in the appropriate Benefit Provision Manual). A starting salary or hourly rate which is higher than the minimum assigned salary or hourly rate range may be granted for such reasons as education and/or work experience directly applicable to the job which exceeds the minimum qualification requirements, a competitive market situation, a special or specific talent, etc. Salary or hourly rate levels of current District employees should also be considered in determining new hire salaries or hourly rates.

ATTAINMENT OF PERFORMANCE GOALS

At the beginning of each school year, the employee will set a minimum of two (2) performance goals collaboratively with his/her direct supervisor. In years where the Board of Education has allocated money for raises, employees who meet their performance goals and who have the highest rating possible on their summative evaluation for the year will receive the additional uniform percentage available.

Whether an employee has met his/her performance goals is determined by the direct supervisor, in consultation with the Superintendent, and involves a portfolio based system that provides supporting evidence of results/outcomes.

SALARY/HOURLY RATE STRUCTURE ANALYSIS

In response to market trends, the salary/hourly rate structures should be reviewed and updated, as appropriate. A market analysis should be completed using comparable school districts in our area.

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

RATIONALE

This system allows for performance-based financial incentives while creating an atmosphere where everyone can "win" if they have met their performance goals and have achieved at the highest level on their summative yearly evaluation. Performance goals and the evaluation instrument are known to the employee from the beginning, thus eliminating to a great degree the idea of a supervisor being "arbitrary" with decisions that are made. All of this is done within the dollar amount allocated by the Board of Education.

DISCIPLINARY PROCEEDINGS

Appropriate discipline may include oral or written reprimand, suspension with or without pay, reduction, demotion and/or termination.

EVALUATION

The Superintendent will institute and maintain a comprehensive program for the evaluation of SEEs. SEEs include positions listed on page one and any other SEE not included in an employee negotiating unit.

The purpose of a SEE Evaluation will be to assess the performance of SEE and to provide information upon which to base employment and personnel decisions. Evaluation should also assist SEEs to develop their professional abilities in order to better accomplish the effective management of the school system.

The evaluation criteria for each position will be in written form and will be made available to the SEE. Evaluations will be made by the person to whom the SEE is immediately responsible (See Appendix A). The results of the evaluation will be put in writing and discussed with the SEE by the person who makes the evaluation. A SEE whose contract is due to expire at the conclusion of the current school year shall have at least one (1) preliminary evaluation and one (1) final evaluation during such year. A written copy of the preliminary evaluation report shall be provided to the SEE at least sixty (60) days prior to any Board action on the renewal or non-renewal of the contract. A written copy of the final evaluation report shall be provided to the SEE at least five (5) days prior to any Board action on the renewal or non-renewal of the contract.

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

The SEE being evaluated will have the right to attach a memorandum to the written evaluation. The results of the evaluation will be kept in personnel records maintained in the central office. Information gathered and written evaluative documents used in retention, promotion or termination of a SEE will be accessible to the person concerned or his representative.

In order that there will be no conflict of interest in the supervision and evaluation of employees, at no time may any SEE be solely responsible for the supervision and/or evaluation of an employee if the SEE is directly related to that employee.

HOLIDAY PAY

A. Holidays granted and paid are as follows: New Year's Day, Martin Luther King Day, Memorial Day, ~~Fourth of July (for two hundred sixty (260) day SEE),~~ Labor Day, Thanksgiving, the day after Thanksgiving, and Christmas Day. Good Friday also shall be a paid holiday in years when school is not in session on that day. SEE assigned to work two hundred sixty (260) days or more will also receive ~~a floating holiday to be used on either~~ Fourth of July, Christmas Eve~~,~~ and New Year's Eve ~~day, Presidents' Day or July 3 at the HEE's option~~.

B. In order to qualify for holiday pay , a SEE must be either working his/her last scheduled work day prior to the holiday and his/her first scheduled work day after the holiday, or be properly excused. SEE's on unpaid leave shall not be eligible for holiday pay.

C. In the event a holiday falls on Saturday, Friday will be the paid holiday. If it falls on Sunday, then, Monday will be the paid holiday.

FBI CHECK

The Board shall pay for the cost of any FBI check provided the SEE initiates the background check through central office.

INSURANCE

GENERAL PROVISIONS

A. Right to Insurance Benefits

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

In addition to the salary and other payments, the compensation of full-time SEEs shall include the insurance benefits provided herein. SEEs who are scheduled to work less than seventy-five percent (75%) of full-time shall not be eligible for insurance benefits. A full-time is defined as those who are contracted to work one thousand two hundred fifty (1,250) hours or more in a work year.

B. Copy of Certificate of Insurance

1. SEEs will receive a certificate of insurance which shall provide the specific benefits provided.

C. Distribution of Explanation of Coverage(s)

1. As amendments and/or changes in insurance coverages or carriers are made, SEEs will receive a written description, prepared by the carrier, of such amendments and/or changes. This written description shall be provided within sixty (60) days of the amendment and/or changes.

2. A SEE hired during the term of this agreement shall, at the time of the signing of his/her contract, receive a written description of all insurance coverages in effect at that time.

D. Distribution of Insurance Cards

Each SEE shall be issued a current insurance card.

PREFERRED PROVIDER ORGANIZATION (PPO)

A. Method of Payment

SEE shall pay a portion of the monthly premium according to the following schedule:

Single: 9%
Family: 6%

~~Cap on premium share, as follows:~~

- ~~Year 1: Single: $70; Family: $100;~~
- ~~Year 2: Single: $70; Family: $110; and~~
- ~~Year 3: Single: $75; Family: $115.~~

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

B. Specifications

Wadsworth City Schools – Base Plan
Blue Access® (PPO)
Effective 07/01/2018

Covered Benefits	Network	Non-Network
Deductible (Single/Family)	$250/$500	$1,000/$1,600
Out-of-Pocket Limit (Single/Family)	$1,250/$2,500	$3,400/$6,800
Physician Home and Office Services (PCP/SCP) **Primary Care Physician (PCP)/** **Specialty Care Physician (SCP)** Including Office Surgeries and allergy serum:	$20/$20	30%
o allergy injections (PCP and SCP)	20%	30%
o allergy testing	20%	30%
o MRAs, MRIs, PETS, C-Scans, Nuclear Cardiology Imaging Studies, non-maternity related Ultrasounds and pharmaceutical products	20%	30%
Preventive Care Services o Services included but not limited to: Routine medical exams, Mammograms, Pelvic Exams, Pap testing, PSA tests, Immunizations, Annual diabetic eye exam, Hearing screenings and Vision screenings which are limited to Screening tests (i.e. Snellen eye chart) and Ocular Photo screening.	No cost share	30%
Emergency and Urgent Care **Emergency Room Services**	$100	$100
o **facility/other covered services** (copayment waived if admitted)		
Urgent Care Center Services	$25	30%
o MRAs, MRIs, PETS, C-Scans, Nuclear Cardiology Imaging Studies, Non-maternity related Ultrasounds and pharmaceutical products	20%	30%
o Allergy injections	20%	30%
o Allergy testing	20%	30%
Inpatient and Outpatient Professional Services Include but are not limited to:	20%	30%
o Medical Care visits (1 per day), Intensive Medical Care, Concurrent Care, Consultations, Surgery and administration of general anesthesia and Newborn exams		
Blue 8.0 500 Series		

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Covered Benefits	Network	Non-Network
Inpatient Facility Services (Network/Non-Network combined) Unlimited days except for: o 60 days for physical medicine/rehab (limit includes Day Rehabilitation Therapy Services on an outpatient basis) o 180 days for skilled nursing facility	20%	30%
Outpatient Surgery Hospital/Alternative Care Facility o Surgery and administration of general anesthesia	20%	30%
Other Outpatient Services including but not limited to: o Non Surgical Outpatient Services for example: MRIs, C-Scans, Chemotherapy, Ultrasounds, and other diagnostic outpatient services. o Home Care Services 30 visits (excludes IV Therapy) (Network/Non-Network combined) o Durable Medical Equipment, Orthotics and Prosthetics o Physical Medicine Therapy Day Rehabilitation programs o Hospice Care o Ambulance Services	20% 20% 20%	30% 20% 20%
Outpatient Therapy Services (Combined Network & Non-Network limits) o Physician Home and Office Visits (PCP/SCP) o Other Outpatient Services @ Hospital/Alternative Care Facility Limits apply to: o Cardiac Rehabilitation Unlimited o Pulmonary Rehabilitation Unlimited o Physical Therapy: 60 visits o Occupational Therapy: 60 visits o Manipulation Therapy: 12 visits o Speech therapy: 20 visits o Teledoc (Live Health Online)	 $20/$20 20%	 30% 30%
Accidental Dental: Unlimited per accident (Network and Non-network combined)	Copayments/Coinsurance based on setting where covered services are received	30%
Behavioral Health: **Mental Illness and Substance Abuse[2]** o Inpatient Facility Services o Physician Home and Office Visits (PCP/SCP) o Other Outpatient Services. Outpatient Facility @ Hospital/Alternative Care Facility, Outpatient Professional	 20% $20 20%	 30% 30% 30%
Human Organ and Tissue Transplants[3] o Acquisition and transplant procedures, harvest and storage.	20%	30%

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Covered Benefits	Network	Non-Network
Prescription Drugs **Network Tier structure equals 1/2/3**		
o **Network Retail Pharmacies:** (30-day supply)	$10 generic/$20 preferred brand/$30 Non-preferred generic & brand	50%, min $30[5]
o **Home Delivery Service:** (90-day supply)	$25 generic/$50 preferred brand/$70 Non-preferred generic & brand	Not covered
Member may be responsible for additional cost when not selecting the available generic drug.	Rx OOP Max: $6,525 Single/$13,050 Family	Rx OOP Max: $13,050 Single/$26,100 Family
Medicare Rx - Wrap		

Notes:

- All medical deductibles, copayments and coinsurance apply toward the out-of-pocket maximum (excluding Non-Network Human Organ and Tissue Transplant (HOTT) Services). Prescription drug cost shares have a separate out-of-pocket maximum.
- Deductible(s) apply to covered medical services listed with a percentage (%) coinsurance, including 0%. However, the deductible does not apply to Emergency Room Services where a copayment & (%) coinsurance applies and may not apply to some Behavioral Health services where coinsurance applies
- Network and Non-network deductibles, copayments, coinsurance and out-of-pocket maximums are separate and do not accumulate toward each other.
- Dependent Age: to end of the month which the child attains age 26
- Specialist copayment is applicable to all Specialists excluding General Physicians, Internist, Pediatricians, OB/GYNs and Geriatrics or any other Network Provider as allowed by the plan.
- When allergy injections are rendered with a Physicians Home and Office Visit, only the Office Visit cost share applies. When the Office Visit cost share is a % coinsurance, deductible and coinsurance apply to allergy injections
- No cost share (NCS) means no deductible/copayment/coinsurance up to the maximum allowable amount. 0% means no coinsurance up to the maximum allowable amount. However, when choosing a Non-network provider, the member is responsible for any balance due after the plan payment.
- PCP is a Network Provider who is a practitioner that specializes in family practice, general practice, internal medicine, pediatrics, obstetrics/gynecology, geriatrics or any other Network provider as allowed by the plan.
- SCP is a Network Provider, other than a Primary Care Physician, who provides services within a designated specialty area of practice.
- Certain diabetic and asthmatic supplies, except diabetic test strips, have no deductible/copayment/coinsurance up to the maximum allowable amount at network pharmacies.
- Benefit period = calendar year
- Mammograms (Diagnostic) are no copayment/coinsurance in Network office and outpatient facility settings.
- Behavioral Health Services: Mental Health and Substance Abuse benefits provided in accordance with Federal Mental Health Parity.
- Preventive Care Services that meet the requirements of federal and state law, including certain screenings, immunizations and physician visits are covered.
- Private Duty Nursing – limited to 82 visits/Calendar Year
- Vision limited services – additional vision services are covered when specifically coded as determination of refraction, routine ophthalmological examination including refraction for new and established patients, and a visual functional screening for visual acuity. No additional ophthalmological services are covered as part of the medical coverage.
- Plan to exclude coverage for elective abortions.

[2] We encourage you to review the Schedule of Benefits for limitations.
[3] Kidney and Cornea are treated the same as any other illness and subject to the medical benefits.
[5] Rx non-network diabetic/asthmatic supplies not covered except diabetic test strips.

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Precertification:
Members are encouraged to always obtain prior approval when using non-network providers. Precertification will help the member know if the services are considered not medically necessary.

Pre-existing Exclusion Period: none

This summary of benefits has been updated to comply with federal and state requirements, including applicable provisions of the recently enacted federal health care reform laws. As we receive additional guidance and clarification on the new health care reform laws from the U.S. Department of Health and Human Services, Department of Labor and Internal Revenue Service, we may be required to make additional changes to this summary of benefits.

This summary of benefits is intended to be a brief outline of coverage. The entire provisions of benefits and exclusions are contained in the Group Contract, Certificate, and Schedule of Benefits. In the event of a conflict between the Group Contract and this description, the terms of the Group Contract will prevail.

By signing this Summary of Benefits, I agree to the benefits for the product selected as of the effective date indicated.

Authorized group signature (if applicable)	Date
Underwriting signature (if applicable)	Date

WELLNESS RIDER

The wellness program will consist of a combination of activities that are designed to increase awareness, assess risk, educate and promote voluntary behavior change to improve the health of an individual. The objective is to encourage modifications of member health status and enhance personal well-being and productivity, with a goal of preventing injury and illness.

The program includes the following provisions:

(1) An annual voluntary onsite biometric screening or physician directed preventive exam will be provided at no cost to the employee. Onsite biometric screenings or physician directed examinations shall be conducted around the summer/fall of each calendar year. The screening shall provide (but not be limited in application to as determined by the District) confidential employee information in four (4) key wellness categories:

- Non-smoker or participation in a smoking cessation program
- Low density Li-protein (LDL)/High-density Li-protein (HDL) and Total Cholesterol
- Body Mass Index (BMI)
- Blood Pressure (BP)

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

~~(2) Effective January 1, 2018 all WESPA members and any new members hired subsequent to January 1, 2018 who voluntarily participated in the previous fall onsite biometric screening or physician directed preventive exam earn health credits applicable to the following calendar year. The value of health credits in the following calendar year will be issued exclusively based on the employee's participation in either the onsite biometric screening or physician directed preventive exam. Single enrollees shall earn a credit of $100 to be applied to a Health Reimbursement Account (HRA) on a calendar year basis. Family enrollees shall earn a health credit of $200 to be applied to a Health Reimbursement Account (HRA) on a calendar year basis. Employer contributions to the HRA will expire at the end of the calendar year for which they are earned if they are not used.~~

~~(3) Effective January 1, 2019, employees who voluntarily participated in the 2018 onsite biometric screening or physician directed preventive exam will have the opportunity to earn HRA credits. The value of HRA credits in the 2019 calendar year will be based on four key biometric components. Each component shall be equal to a credit value of $25 for single enrollees or $50 for family enrollees. In no event will the total value of credits exceed $100 for a single enrollee or $200 for a family enrollee. HRA credits are non-transferable and are only valid against allowable medical expenses incurred and applicable during the 2019 calendar year.~~

Beginning in 2019 and applicable for each subsequent calendar year, HRA credits shall be issued subject to the terms and conditions outlined herein; credits shall be provided on the following basis:

- Participation in the immediately preceding period's onsite biometrics initiative or physician directed preventive exam.
- Employee certification of being a non-smoker or successful completion of a physician directed smoking cessation program during the year shall be worth $25/single or $50/family.
- Total Cholesterol Score of 240 or less. Or, should the employee's score be in excess of 240, physician certification of the employee's participation in a management program to reduce their cholesterol risk or certification of the employee's inability to reduce this risk due to a related medical condition. Or, should the employee's total cholesterol be in excess of 240, a 5% improvement

over the prior year's total cholesterol provided that the employee participated in the prior year's onsite or physician directed examination process. Completion of any of the above three conditions shall be worth $25/single or $50/family.

- Body Mass Index (BMI) of 30 or less. Or, should the employee's BMI be in excess of 30, physician certification of the employee's participation in a management program to reduce their BMI or certification of the employee's inability to reduce this risk due to a related medical condition. Or, should the employee's BMI be in excess of 30, a 5% improvement over the prior year's BMI provided that the employee participated in the prior year's onsite or physician directed examination process. Completion of any of the above three conditions shall be worth $25/single or $50/family.
- Blood Pressure of 140/90 or less. Or, should the employee's blood pressure be in excess of 140/90, physician certification of the employee's participation in a management program to reduce their blood pressure or certification of the employee's inability to reduce this risk due to a related medical condition. Or, should the employee's blood pressure be in excess of 140/90, a 5% improvement over both the prior year's Systolic and Diastolic blood pressure number provided that the employee participated in the prior year's onsite or physician directed examination process. Completion of any of the above three conditions shall be worth $25/single or $50/family.

(4) For each year after 2018, employees who voluntarily participated in the immediately preceding prior onsite biometric screening or physician directed preventive exam will have the opportunity to earn health credits for the following calendar year.

TERM LIFE INSURANCE

A. Right to Coverage

The Board shall purchase from a carrier licensed by the State of Ohio, group term life insurance in the amount of $50,000 for each regular, full-time SEE now or hereinafter employed.

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

B. Method of Payment

The full cost of this program and any increase thereof shall be paid by the Board.

C. Right to Purchase Additional Coverage

The Board shall allow an eligible SEE to purchase additional amounts of coverage through payroll deduction, provided the number electing to take advantage of this opportunity is adequate to meet the requirements of the insuring company. The Board may insist that the amount of such additional coverage shall be $50,000 or One Hundred Thousand Dollars $100,000, at the option of the SEE. The right to purchase such additional coverage is subject to availability and to all requirements imposed by the insurance carrier.

DENTAL INSURANCE

A. Right to Coverage
The Board shall self-fund and/or purchase from a carrier licensed in the State of Ohio, dental insurance coverage for each full-time SEE now or hereinafter employed, and his/her family.

B. Method of Payment of Coverage
The full cost of such insurance shall be paid by the Board.

C. Right to Change Coverage Status
A SEE may change coverage during the districts open enrollment period or when the employee has a "change in life event" as defined by the insurance carrier.

Delta Dental PPO (Point-of-Service) Summary of Dental Plan Benefits For Group# 1151-5000, 5091

This Summary of Dental Plan Benefits should be read along with your Certificate. Your Certificate provides additional information about your Delta Dental plan, including information about plan exclusions and limitations. If a statement in this Summary conflicts with a statement in the Certificate, the statement in this Summary applies to you and you should ignore the conflicting statement in the Certificate. The percentages below are applied to Delta Dental's allowance for each service and it may vary due to the dentist's network participation.*

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Control Plan – Delta Dental of Ohio
Benefit Year – January 1 through December 31

	PPO Dentist	Premier Dentist	Non-participating Dentist
	Plan Pays	**Plan Pays**	**Plan Pays***
Diagnostic & Preventive			
Diagnostic and Preventive Services – exams, cleanings, fluoride, and space maintainers	**100%**	**100%**	**100%**
Sealants – to prevent decay of permanent teeth	**100%**	**100%**	**100%**
Brush Biopsy – to detect oral cancer	**100%**	**100%**	**100%**
Radiographs – X-rays	**100%**	**100%**	**100%**
Basic Services			
Emergency Palliative Treatment – to temporarily relieve pain	**80%**	**80%**	**80%**
Minor Restorative Services – fillings and crown repair	**80%**	**80%**	**80%**
Endodontic Services – root canals	**80%**	**80%**	**80%**
Periodontic Services – to treat gum disease	**80%**	**80%**	**80%**
Oral Surgery Services – extractions and dental surgery	**80%**	**80%**	**80%**
Other Basic Services – misc. services	**80%**	**80%**	**80%**
Major Services			
Major Restorative Services – crowns	**70%**	**70%**	**70%**
Relines and Repairs – to bridges, implants, and dentures	**70%**	**70%**	**70%**
Prosthodontic Services – bridges, implants, and dentures	**70%**	**70%**	**70%**
Orthodontic Services			
Orthodontic Services – braces	**60%**	**60%**	**60%**
Orthodontic Age Limit –	**No Age Limit**	**No Age Limit**	**No Age Limit**

***** When you receive services from a Nonparticipating Dentist, the percentages in this column indicate the portion of Delta Dental's Nonparticipating Dentist Fee that will be paid for those services. The Nonparticipating Dentist Fee may be less than what your dentist charges and you are responsible for that difference.

- ➢ Oral exams (including evaluations by a specialist) are payable twice per calendar year.
- ➢ Prophylaxes (cleanings) are payable twice per calendar year. Periodontal maintenance procedures are not a Covered

Service for people under age 16.

- ➢ People with specific at-risk health conditions may be eligible for additional prophylaxes (cleanings) or fluoride treatment. The patient should talk with his or her dentist about treatment.
- ➢ Fluoride treatments are payable twice per calendar year for people up to age 19.
- ➢ Space maintainers are payable once per area per lifetime for people up to age 16.
- ➢ Bitewing X-rays are payable twice per calendar year for people under age 19 and once per calendar year for people age

19 and older. Full mouth X-rays (which include bitewing X-rays) are payable once in any five-year period. Vertical bitewing X-rays are payable once in any three-year period.

- ➢ Four periapical and two occlusal X-rays are payable per calendar year.

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

- ➢ Sealants are payable twice per tooth per lifetime for the occlusal surface of first and second permanent molars up to age 16. The surface must be free from decay and restorations.
- ➢ Crowns, inlays and onlays are Covered Services for people age 16 and older once in any five-year period. Recementation of crowns, inlays and onlays are payable once per lifetime for people age 16 and older. Prefabricated crowns are Covered Services on primary teeth.
- ➢ Composite resin (white) restorations are Covered Services on posterior teeth.
- ➢ Porcelain and resin facings on crowns are optional treatment on posterior teeth.
- ➢ Root canal treatment is payable once per tooth per lifetime. Retreatment of a previous root canal is payable once per tooth per lifetime.
- ➢ Certain oral surgery procedures including vestibuloplasty, frenulectomy, frenuloplasty, oroantral fistula closure, primary closure of sinus perforation and biopsy of hard tissue are Covered Services.
- ➢ Full and partial dentures are payable once in any five-year period. Tissue conditioning is payable twice in any 12- month period. Chairside reline and rebase of dentures are payable once in any calendar year. Lab reline and rebase of dentures are payable once in a three-year period. Adjustments of dentures are payable once in any calendar year.
- ➢ Recement of bridges is payable once per lifetime. Repair of bridges is payable once in any five-year period.
- ➢ Implants and implant related services are payable once per tooth in any five-year period.
- ➢ Emergency palliative treatment is a Covered Service twice in any calendar year. Consultations (by other than the treating dentist) are Covered Services once in any calendar year. Occlusal guards and occlusal adjustments are not Covered Services.

Having Delta Dental coverage makes it easy for you to get dental care almost everywhere in the world! You can now receive expert dental care when you are outside of the United States through our Passport Dental program. This program gives you access to a worldwide network of dentists and dental clinics. English-speaking operators are available around the clock to answer questions and help you schedule care. For more information, check our Web site or contact your benefits representative to get a copy of our Passport Dental information sheet.

Maximum Payment – $3,000 per person total per Benefit Year on all services except orthodontics. $1,500 per person total per lifetime on orthodontic services.

Deductible – $25 Deductible per person total per Benefit Year limited to a maximum Deductible of $50 per family per Benefit Year. The Deductible does not apply to oral exams, preventive services, consultations, office visit for observation, X-rays, brush biopsy, sealants, and orthodontic services.

Any expenses incurred by an eligible person for covered services during the last three months of a benefit year and applied to the Deductible for that benefit year will also be applied to the Deductible for the following Benefit Year.

The Deductible met under the previous carrier for the period January 1, 2014 through June 30, 2014 will be applied to the 2014 calendar year Deductible with Delta Dental. It is the Subscriber's responsibility to provide Delta Dental with adequate documentation of the Deductible met under the previous carrier.

Waiting Period – Employees who are eligible for dental benefits are covered as identified in your contract with the school district.

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Eligible People – All eligible contracted employees of the school district who elect the dental plan. The Contractor and Subscriber share the cost of this plan.

Also eligible at your option are your legal spouse and your dependent unmarried children to the end of the month in which they turn 26 if eligible to be claimed by you as a dependent under the U.S. Internal Revenue code during the current calendar year. You and your eligible dependents must enroll for a minimum of 12 months. If coverage is terminated after 12 months, you may not re-enroll prior to the open enrollment that occurs at least 12 months from the date of termination. Your dependents may only enroll if you are enrolled (except under COBRA) and must be enrolled in the same plan as you. Plan changes are only allowed during open enrollment periods, except that an election may be revoked or changed at any time if the change is the result of a qualifying event as defined under Internal Revenue Code Section 125.

If you and your spouse are both eligible under this Contract, you may be enrolled as both a Subscriber on your own application and as a dependent on your spouse's application. Your dependent children may be enrolled on both applications as well. Delta Dental will coordinate benefits.

Benefits will cease on the last day of the month in which the employee is terminated.

LEAVE PROVISIONS

SICK LEAVE

A. SEEs shall accrue sick leave as established by the Ohio Revised Code. Sick leave shall be charged as it is used in minimum increments of one-quarter (1/4) hours, with a maximum accumulation of two hundred eighty-four (284) days. The State mandated accumulation of sick leave is also established by the Ohio Revised Code. A SEE shall receive notification of his/her accumulated sick leave with each pay. A SEE who has not yet accumulated sufficient sick leave or who has exhausted sick leave and personal leave shall be credited up to five (5) days of sick leave.

B. SEEs may use sick leave, upon approval of the responsible administrative officer of the employee, for absence due to personal illness, pregnancy, injury, exposure to contagious disease which could be communicated to others, and to illness, injury or death in the SEE immediate family. Sick leave may also be used as follows: (1) for pregnancy as provided in the Ohio Revised Code. Absent medical verification of a need for a longer leave, the use of sick leave for pregnancy and/or child birth will not exceed six (6) weeks from date of delivery or eight (8) weeks from the date of delivery for a caesarean section, when documentation of the caesarean section has been provided; (2) for care of a spouse with a newborn baby up to a maximum of five (5) days. If a SEE requires more than five days, he/she will provide written documentation to the Superintendent; and (3) for the death of an aunt or uncle up to a maximum of two days. Babysitting for the SEE's children or grandchildren is an

inappropriate use of sick leave. When the administration suspects an abuse in the use of sick leave, the administration has the right to require an affidavit from a physician to verify the use of sick leave. Any misuse, abuse, or unauthorized use of sick leave will result in disciplinary action up to and including termination.

C. Any SEE whose job requires the operation of machinery or motor vehicle and who is on prescription medication that might impact the SEEs ability to perform those functions must immediately inform his/her supervisor and provide a physician's statement verifying the member's fitness to operate such machinery or motor vehicle.

D. The local definition of "immediate family" is:

Spouse of SEE
Children or grandchildren of SEE or of his/her spouse
Parents and stepparents of SEE and SEE's spouse
Brothers and sisters of SEE and SEE's spouse
Grandparents of SEE and SEE's spouse
Son-in-law and daughter-in-law of SEE or of his/her spouse
In the event of death, "immediate family" also includes aunts and uncles.

Any person *in loco* of the above (e.g., anyone residing in the same home with the SEE or any relative who clearly stands in the same relationship with the SEE as any of those so specified). A SEE must provide a written description of the facts on the District absence report form supporting the *in loco* situation.

E. SEEs shall not be charged sick leave when school is not in session or when the SEE is not required to report to work.

PERSONAL LEAVE

A. Right to Leave

1. SEE shall be eligible for three (3) unrestricted days per school year.

2. SEE will not be charged personal leave on non-work days.

B. Notice of Intent to Use Leave

Notice of intent to use Personal Leave shall be provided by completing and delivering to the person the SEE directly reports to the prescribed form at least three

(3) days in advance of the anticipated absence. If circumstances make advance notice impossible, the SEE shall notify the person they report to with his/her intent to use Personal Leave as soon as practicable.

C. Purpose of Leave

It is the intent of this Section to provide SEEs with a means of dealing with personal matters that cannot be handled except during school hours.

D. Personal Leave must be taken in minimum increments of one-quarter (1/4) hour.

E. On occasion, special circumstances not covered by the provision above may arise and SEEs may wish to request personal leave. Such requests shall be made in writing to the person the SEE reports to who may grant the personal leave on a paid or unpaid basis or may deny the request.

F. A SEE who abuses personal leave will be subject to discipline, up to and including termination.

G. A SEE will also be reimbursed one hundred fifty dollars ($150.00) for each unused personal leave day(s) by June 30 of each year. If a SEE desires to have unused personal leave converted to sick leave in lieu of receiving one-hundred fifty dollars ($150.00) for each unused personal leave day, he/she must submit a letter to the Treasurer's office by June 15.

UNPAID LEAVE

A. Unpaid Leave – Short Term

Unpaid leave of up to ten (10) days at one time may be granted, in writing, by the Superintendent or his designee upon prior written request to the Superintendent or his designee by the SEE. In emergency cases, verbal requests and approval shall be reported, in writing, by the supervisor or administrator granting the request.

B. Unpaid Leave – Long Term

Upon the written request of a SEE, the Board may grant Unpaid Leaves up to two (2) years in length.

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

PAID ADOPTION LEAVE

A. Adoptions in the United States

A SEE is eligible, upon adoption of a child in the United States, to use accumulated sick leave for up to a total of twenty (20) days, which may be taken after the Board receives documentation of the adoption. Such leave must be taken within a twelve (12) month period, during which period custody is received. If both adoptive parents are Board employees, either or both may use sick leave under this provision with the understanding that the combined sick leave taken by both will not exceed twenty (20) days.

B. Adoptions Outside the United States

If a child outside of the United States is adopted, a SEE will be able to use accumulated sick leave for up to a total of twenty (20) days, which may be taken after the Board receives documentation of the adoption. Such leave must be taken within a twelve (12) month period, during which period custody is received. Further, accumulated sick leave may be used for up to a total of ten (10) days for the adoption process, prior to receiving custody of the child. The scheduling of leave for the adoption process will be arranged between the SEE and the Superintendent. If both adoptive parents are Board employees, either or both may use sick leave under this provision with the understanding that the combined sick leave taken by both will not exceed thirty (30) days.

B. SEEs will not be charged adoption leave on non-work days.

UNPAID CHILD CARE LEAVE

A. Length of Leave

A SEE shall be granted unpaid child care leave to care for a newborn or an adopted child who is not yet school age. Unpaid child care leave and the absence (if any) charged to sick leave shall not exceed six (6) months. Unpaid child care leave shall start at the end of the use of sick leave (if any) and will expire no later than the end of the sixth month following the child's birth or date of adoption.

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

B. Eligibility for Leave

A SEE wishing to take unpaid leave for child care pursuant to this Section shall, as a prerequisite, file a letter of intent to use such leave, specifying its expected duration, not later than the end of the fifth (5^{th}) month of pregnancy or within four (4) months of pending adoption date.

C. Right to Return from Leave

1. A SEE who has elected not to take additional leave shall return to work as soon as the period of actual physical disability has ended. The SEE will notify the Superintendent in writing, of the date of her expected return as far in advance as possible.

2. A SEE who uses an additional unpaid leave for child care shall return on the date specified in the notice of intent to use the unpaid leave.

D. Rights While on Leave

A SEE who is absent on unpaid child care leave shall have the same rights, and only those rights, while on leave and upon returning from leave as any other SEE-who is absent on unpaid leave pursuant to Ohio Revised Code.

E. Insurance Coverage While on Leave

A SEE on unpaid child care leave may continue all insurance coverage provided by this Agreement. Such coverage will be at his/her own expense unless otherwise required by statute. Payment for such coverage shall be made monthly by the SEE to the Treasurer.

JURY DUTY

A SEE shall be granted time off for jury duty actually served during work hours and shall suffer no loss of pay. If a SEE has served on jury duty in excess of four (4) hours in a given day, the member need not report to work. Similarly, if a SEE has worked four (4) hours of his/her shift prior to reporting to jury duty, the need not return to work. The SEE may keep any payment received for jury duty. Documentation of jury duty actually served must be submitted to the appropriate supervisor.

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

LEAVE PURSUANT TO SUMMONS OR SUBPOENA

A. Right to Leave for a Summons or Subpoena

Any SEE who is summoned or subpoenaed for job-related issue shall be granted leave with no loss of pay or other benefits for days missed by reasons of the summons or subpoena. A summons or subpoena issued because of a student's custody issue is considered to be job related. A member receiving a subpoena to appear as a witness for a non-job related issue shall be eligible for leave under this section.

B. Right to Leave for a Non-Job Related Issue

Personal leave must be utilized for a summons issued because of a non-job related issue. If the SEE has exhausted his/her personal leave, and is summoned for something that is not job related, leave pursuant to summons or subpoena may be used in order to comply with summons.

C. Leave not Covered

A SEE is not eligible for leave under this Section if the SEE is a party to the legal proceeding.

D. Duty to Report

If the SEE responsibility under the summons or subpoena requires the SEE participation in excess of four (4) hours in a given day, the member need not report to work. Similarly, if the SEE has worked four (4) or more hours of his/her shift and the SEE requires leave due to a summons or subpoena, the SEE need not return to work following completion of that responsibility. Documentation of the SEE-obligations under this Section must be submitted to the appropriate supervisor.

ASSAULT LEAVE

A. Right to Leave

A SEE who is absent due to physical disability directly resulting from an assault, which occurs in the course of Board employment, while on duty either during school hours or where required to be in attendance at a school-sponsored function, shall be eligible to receive Assault Leave.

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

B. Notice of Intent to Use Leave

1. Such leave shall be granted, for a period not to exceed one hundred eighty (180) workdays, upon the SEE delivering to their immediate supervisor a signed Employee Report of Injury Form.

2. Such statement will indicate the nature of the injury, the date of its occurrence, the identity of the individual(s) causing the assault (if known), the facts surrounding the assault and willingness of the SEE to cooperate with the Board if the Board chooses to pursue legal action against the assailant(s).

C. Rights While On Leave

1. A SEE on Assault Leave shall be maintained on full pay status during the period of his/her leave with the exceptions listed in Article D and E below.

2. Leave granted under this Section shall not be charged against Sick Leave earned or earnable under ORC Section 3319.141 or leave granted under other Sections in this benefit provision plan.

D. Length of Leave

Assault Leave may be used for the period of the disability up to a maximum of one hundred (180) workdays.

E. Restrictions

1. If medical attention is required, the SEE shall supply a certificate from a licensed physician stating the nature of the disability and its duration.

2. The SEE must file a Workers Compensation claim with the Business Office. The pay of a SEE on Assault Leave shall be reduced by the amount received by him/her, if any, for Workers' Compensation as a benefit to cover loss of pay resulting from the injury. However, the SEE pay shall not be reduced by benefits received from Workers' Compensation to cover occupational diseases, medical expenses, nursing expenses, hospital services, medicines and/or rehabilitation services.

3. If a SEE is unable to return to work after using fifty (50) days for assault leave, he/she shall provide the Board medical verification of the need for additional assault leave. The Board retains the right, at its own expense, to require the SEE to obtain the opinion of a second healthcare provider designated by the Board. If

the second opinion is in conflict with the member's first medical verification, the Board may request, at the Board's expense, that the SEE see a mutually agreed upon healthcare provider to give a final and binding opinion regarding the need for continued assault leave.

4. Falsification of either the signed statement or a physician's certificate may be grounds for suspension or termination of employment under ORC Section 3319.16.

5. SEEs shall not be charged assault leave when school is not in session or when the member is not required to report to work.

F. Verbal Assault Leave

1. A SEE not physically assaulted but who is emotionally distraught due to a threat of physical injury that is direct, specific and plausible will receive up to two (2) days off without loss of pay, as long as the SEE reports the threat to the police.

2. SEEs shall not be charged verbal assault leave when school is not in session or when the SEE is not required to report to work.

PROFESSIONAL LEAVE

A. Eligibility for Leave

A SEE may initiate a request or be assigned to attend professional conferences designed to improve the SEE's effectiveness in his/her assigned area(s).

B. Application for Leave

Application for professional leave shall be made by the SEE completing the form provided by the Board, and submitting it to his/her district supervisor.

C. Restriction

1. In determining whether to approve requests, the value of the conference relative to the costs of attendance shall be considered along with the availability of funds within the Board's annual appropriation.

2. The number of SEEs attending any particular conference may be limited, and priority generally will be given to a SEE who has not, previously, been assigned to attend conferences.

FAMILY AND MEDICAL LEAVE

A. To be eligible for FMLA Leave, the SEE must:

1. Have been working for the Board for at least twelve (12) months before the leave request (these do not need to be consecutive months); and

2. Have worked at least one thousand two hundred fifty (1,250) hours during the twelve (12) month period preceding the FMLA Leave.

3. Provide the Board with thirty (30) days advance notice when the need is foreseeable and such notice is practicable.

B. A SEE may take up to twenty-six (26) workweeks of leave during a single twelve (12) month period to care for a covered service member who is the spouse, son, daughter, parent, or next of kin of the SEE.

C. An eligible SEE may take up to twelve (12) workweeks of paid (if sick leave is available) or unpaid leave ("FMLA Leave") in any school year (August 1st through July 31st) for one (1) or more of the following circumstances:

1. The birth of a SEE's child and to care for the child up to age one (1);

2. The placement of a child with a SEE for adoption or foster care, up to a twelve (12) month period after the placement;

3. To care for the spouse, child, or parent of a SEE when that family member has a serious health condition;

4. The SEE's inability to perform the functions of the position because of the SEE's own serious health condition.

5. For qualifying military situations arising when a SEE's spouse, son, daughter or parent is on active duty or is called to active duty status.

D. A "serious health condition" is defined as one that involves either inpatient care or one where the period of incapacity: (1) is more than three consecutive calendar days and involves treatment by a health care provider, (2) is due to incapacity due

to pregnancy or prenatal care, (3) is a period of incapacity or treatment for such incapacity due to a chronic serious health condition, (4) is a period of incapacity which is permanent or long-term due to a condition for which treatment may not be effective, or (5) any period of absence to receive multiple treatments (including any period of recovery therefrom) by a health care provider or by a provider of health care services under orders of, or on referral by, a health care provider. Conditions for which cosmetic treatment are administered are not "serious health conditions" unless complications develop.

E. Spouses employed by the Board are jointly entitled to a combined total of twelve (12) weeks of FMLA Leave if the FMLA Leave is requested for the birth or placement of a child or to care for an ill parent (but not parent-in-law). Spouses employed by the board are jointly entitled to a combined total of twenty-six (26) of FMLA leave if the leave is requested to care for a covered service member.

F. For purposes of this section, a qualifying military situation arises when a SEE spouse, son, daughter, or parent is on active duty or called to active duty status (i.e., not on active duty in the Armed Forces) and includes, but is not limited to, the following situations:

1. Attendance at official military sponsored events

2. To provide or arrange for alternative child care or schooling

3. To make financial or legal arrangements to address the SEE address while on active duty

4. Counseling

5. Rest and recuperation, and

6. Post-employment activities.

For purposes of military caregiver leave, a covered service member is a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury incurred in the line of active duty that renders a service member medically unfit to perform his or her duties and for which the service member is undergoing medical treatment, recuperation, therapy or otherwise in an out-patient status or on temporary disability retired list.

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

G. Sick leave taken shall be counted as FMLA Leave if the reasons for taking it qualify as FMLA reasons.

H. The Board shall maintain coverage under the group health plans and life insurance plans for the duration of the unpaid FMLA leave at the level and under the conditions that would have been provided if the employee had continued to work and not taken leave. Payment of the employee's required contribution toward the premium (if any) is due the first day of the month. Failure to make payment within thirty (30) days will result in termination of coverage during the unpaid FMLA Leave. The SEE shall accrue seniority but shall not accrue any other employment benefits during the unpaid FMLA Leave.

I. The Board shall notify the SEE of FMLA eligibility within three business days of learning of the need for the FMLA leave.

J. For unpaid FMLA Leave the Board retains the right, at its own expense, to require the member to obtain the opinion of a second health care provider designated by the Board. If the second opinion is in conflict with the first, the Board may request, at the Board's expense, the SEE to see a mutually agreed upon health care provider to give a final and binding opinion regarding eligibility for unpaid FMLA leave. The SEE and Board must each act in good faith to attempt to reach agreement on whom to select for the third opinion provider. If the Board does not attempt in good faith to reach agreement, the Board will be bound by the first certification. If the SEE does not attempt in good faith to reach agreement, the SEE will be bound by the second certification.

K. Intermittent Leave and Reduced-Work Schedule

1. Intermittent leave means leave taken in separate periods of time due to a single illness or injury, rather than for one continuous period of time, and may include leave of periods from an hour or more to several weeks. Examples of intermittent leave would include leave taken on an occasional basis for medical appointments, or leave taken several days at a time spread over a period of six months, such as for chemotherapy.

2. When medically necessary, a SEE may take intermittent FMLA Leave or a reduced-work schedule to care for a spouse/child/parent who has a serious health condition. The SEE shall make reasonable efforts to schedule treatment so as not to unduly disrupt the regular operations of the Board.

3. Where FMLA Leave is taken because of birth or placement for adoption or foster care, a SEE may take leave intermittently or on a reduced-work schedule only if the Board agrees.

L. Return to Work

1. At the end of unpaid FMLA Leave, the Board shall restore the SEE to the same or to an equivalent position with equal benefits, pay, and other terms and conditions of employment.

2. When a SEE is medically able to return to work after using unpaid FMLA Leave because of a serious personal health condition, he/she shall provide the Board with a statement from his/her health care provider that the employee is able to resume the job functions for his/her position.

3. Should a SEE not return to work at the end of the unpaid FMLA Leave or contractual leave that is adjacent to the FMLA leave for reasons other than the continuation, recurrence, or onset of the serious health condition that gave rise to the FMLA Leave or for circumstances beyond the SEE control, the SEE shall reimburse the Board for the health insurance premiums paid by the Board during the unpaid FMLA Leave period. A SEE shall be required to support his/her claim of inability to return to work because of the continuation, recurrence, or onset of the serious health condition. Certification from the SEE health care provider shall be provided in a timely manner, and no later than thirty (30) calendar days after the claimed inability to return. If this certification is not provided in a timely manner, the Board may recover the health benefit premiums it paid during the period of unpaid FMLA Leave.

M. All terms which are not defined in this Article shall have the same meaning as those terms defined in the Family and Medical Leave Act of 1993, as amended January 16, 2009. If there are any inconsistencies between this Article of the Agreement and the Family and Medical Leave Act of 1993, the Family and Medical Leave Act of 1993 shall prevail.

MILITARY LEAVE

A SEE engaged in military service will receive leave and reinstatement rights in accordance with the requirements of applicable Federal and Ohio law.

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

MILEAGE REIMBURSEMENT

A SEE who is assigned to more than one (1) school per day and is required by the Board to use his/her own automobile to perform his/her assigned duties shall be reimbursed for all such travel. SEEs will also be reimbursed for travel when required to attend mandatory training meetings that involve considerable distance, unless the Board has notified SEEs that the district-owned pool car must be used if available. Rate of compensation is approved IRS rate.

PAYROLL PRACTICES

Paychecks will be biweekly on Friday, during the term of employment. SEEs are required to receive his/her wages in twenty-six (26) bi-weekly, substantially equal pays. In order to facilitate payroll procedures, pay will be one week in arrears. All SEEs are required to receive their paychecks via direct deposit and their pay stub via email.

PERSONNEL FILES

A. Right to Review

A SEE shall have the right, upon request, to examine and obtain a copy of any information in his/her personnel file except for information classified by law as confidential.

B. Right to See Copy of Material in File

If an Administration communication or a communication received from parents and other nonprofessionals regarding a SEE is intended to become a part of the SEE's file, it shall be reviewed by SEE's boss and the SEE involved and such SEE shall be afforded the opportunity to file a written reply. After receiving the communication, the SEE shall sign it to acknowledge he/she has had the opportunity to review it. This signature shall not indicate agreement with the substance of the communication.

C. Right to Challenge Contents of File

1. A SEE will have the right to indicate which, if any, document(s) or other material(s) in his/her personnel file is obsolete or otherwise inappropriate for retention.

2. Such document(s) will then be reviewed by an appropriate member of the administrative staff.

3. In determining whether a document is "obsolete or otherwise inappropriate for retention," the standards set forth in ORC Section 1347.05 shall apply.

D. Maintenance of Files

Neither the Board nor any Administrator shall maintain confidential and separate files on personnel in the form of communications from parents or computerized information which the SEE has neither seen or had the right to challenge.

E. Public Request to View Personnel Files

In the event any person, other than Administration or a Board member, seeks to review the personnel file of a SEE, the SEE shall be notified of such request. Such notice shall include the name of the person making the request, the date the request was made and, if scheduled, the date and time of the review, if applicable.

SEVERANCE PAY

A. A SEE shall receive severance pay upon quitting his/her employment in the District and/or retiring from active service providing he/she; (1) is approved for retirement benefits by the State Employees Retirement System (SERS), or (2) is at least fifty (50) years old and has worked at least ten (10) full years in the District, or (3) has fifteen (15) or more years service credit with the SERS and at least ten (10) full years of employment in the District.

B. A qualifying SEE shall receive severance pay equal to forty percent (40%) of two hundred (200) days; i.e., a benefit of up to eighty (80) days of his/her accumulated and unused sick leave. If a qualifying SEE does not have sufficient sick leave to qualify for maximum severance resigns or retires after fifteen (15) or more years employment in the district, then the severance pay to which he/she is entitled shall be supplemented by one day's pay for each year of employment in the district, provided that the total severance pay shall not exceed the eighty (80) day cap.

C. The payment shall be based on average hours assigned for the last three (3) years of employment. Hours will be based on the last three (3) wage notices issued by June 30 of each year. Wages will be based on final wage rate at the time of retirement.

D. The payment will be made in one lump sum within ninety (90) calendar days of the last work day with the District.

VACATION DAYS

A. SEEs assigned to at least two hundred sixty (260) days of work per year (excluding paid holidays) will be granted paid vacations as follows:

- 11 days- less than six years
- 14 days- six years, less than nine years
- 17 days- nine years, less than fourteen years
- 22 days- fourteen years, less than twenty years
- 27 days-twenty years and over.
  For purposes of vacation accrual, the passage of each August 1 defines one year.

B. Vacation will be awarded on August 1 of each year for the year to be worked and may be taken upon accrual at times requested by the SEE and recommended and approved by his/her supervisor. Requests must be made at least three (3) days in advance, except: (1) this requirement can be waived by the administration and (2) a one-day or two-day vacation can be taken with one (1) workday's notice.

C. A maximum of ten (10) days of unused vacation will be carried forward to the next year.

D. When a SEE moves from a position that does not qualify for vacation to a vacation qualifying position, placement on the vacation schedule will be determined by the following formula:

(Total years in a nine month position) times (.75) example: 13 years as nine month employee moving to a twelve month position (13) x (.75) = 8.25 twelve month years, therefore, the SEE receives fourteen(14) prorated days of vacation and after one (1) year in the twelve month position, the SEE would be entitled to seventeen (17) days of vacation.

(Total years in a ten and one-half month [220 days] position) times (.85) example:

13 years as a ten and one-half month (220 days) employee moving to a twelve-month position (13) x (.85) = 11.05 twelve-month years, therefore the SEE receives seventeen (17) prorated days of vacation and after three (3) years in the

twelve (12) month position, the SEE would be entitled to twenty-two (22) days of vacation.

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

WADSWORTH CITY SCHOOLS EVALUATION INSTRUMENT

EMPLOYEE _____ EVALUATOR _____

DEPT. _____ POSITION _____ DATE _____

Performance Traits	*Rating (Numerical Score)*	*Numerical Score (from previous column)*	*Comments*
1. PROFESSIONAL EXPERTISE Knowledge of job, qualifications	Accomplished (4)		
2. TEAMWORK: Teamwork, works well with others, cooperates with colleagues	Accomplished (4)		
3. PROFESSIONAL CHARACTER: Appearance, courtesy, attitude, public relations, communication	Accomplished (4)		
4. PERSONAL JOB ACCOMPLISHMENTS/INITIATIVE: Motivation, reliability, dependability, interest in work	Accomplished (4)		
5. LEADERSHIP: Sets example, provides direction, has vision	Accomplished (4)		

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

6. QUALITY OF WORK: Accuracy, neatness, thoroughness, standard of work	Accomplished (4)		
7. QUANTITY OF WORK: Volume, amount, speed, turn-around time, projects	Accomplished (4)		
8. PROFESSIONAL GROWTH: Activities, programs, initiatives	Accomplished (4)		
9. ATTENDANCE: Punctual, absenteeism	Accomplished (4)		
GENERAL COMMENTS:			
	RATING TOTAL	0	**OVERALL RATING**: Accomplished Accomplished 32-36 Skilled 23-31 Developing 14-22 Ineffective 9-13



HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

August 1, 2020 ~~2017~~ to July 31, 2023
~~2020~~

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Revised June 2020 ~~August 2018~~

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HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

DECLARATION

The following benefit provisions apply to all those persons employed by the Board of Education and officially classified as an Hourly Exempt Employee, "HEE". The following positions are classified as HEE for the purpose of this Benefit Provision:

Administrative Assistant to the Superintendent
~~Assistant to the Superintendent and Communication Specialist~~
Administrative Assistant to the Director of Instruction and Professional Development
Administrative Assistant to the Treasurer
Administrative Assistant to the Assistant Superintendent
Licensed Practical Nurse
Medical Assistant

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

WAGE RANGE & SCHEDULE

	~~2017-18~~ 2020-2021		~~2018-19~~ 2021-2022		~~2019-20~~ 2022-2023			
Position	Low	High	Low	High	Low	High	Days	Hr/day
Administrative Assistant to the Superintendent	~~$22.27~~ $24.10	$28.33 $30.66	~~$22.83~~ $24.70	~~$29.04~~ $31.42	~~$23.51~~ $25.44	~~$29.91~~ $32.37	260	8
Administrative Assistant to the Treasurer, Administrative Assistant to the Assistant Superintendent,	~~$20.97~~ $22.68	~~$26.65~~ $28.84	~~$21.49~~ $23.25	~~$27.32~~ $29.56	~~$22.13~~ $23.95	~~$28.14~~ $30.45	~~220,~~ 260	8
Administrative Assistant to the Director of Instruction /PD	~~$20.97~~ $22.68	~~$26.65~~ $28.84	~~$21.49~~ $23.25	~~$27.32~~ $29.56	~~$22.13~~ $23.95	~~$28.14~~ $30.45	Varies	Varies
~~Assistant to the Superintendent and Communication Specialist~~	~~$20.97~~	~~$26.65~~	~~$21.49~~	~~$27.32~~	~~$22.13~~	~~$28.14~~	~~197~~	~~8~~
Licensed Practical Nurse	~~$24.72~~ $26.75	~~$30.48~~ $32.98	~~$25.34~~ $27.42	~~$31.24~~ $33.81	~~$26.10~~ $28.24	~~$32.18~~ $34.82	As needed	
Medical Assistant	~~$18.54~~ $20.06	~~$24.30~~ $26.30	~~$19.00~~ $20.56	~~$24.91~~ $26.96	~~$19.57~~ $21.18	~~$25.66~~ $27.77	As needed	
*Hourly Employees with a 2 or 4 year degree applicable to their responsibilities will receive an additional $.45 per hour with the exception of licensed practical nurses who require a degree for the position.								

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

CALAMITY DAYS

A. Unless notified otherwise by supervisory personnel or administration, HEE who are contracted to work in excess of two hundred and thirty five (235) or more days are expected to report to work when the school(s) in which they are employed are closed owing to an epidemic or other public calamity. HEE required to work on these days shall be paid one (1) calamity day in addition to their regular pay for each hour actually worked for up to five (5) calamity days. Any calamity day beyond the first five (5) will be paid at straight time.

B. HEE who work in excess of two hundred and thirty five (235) days shall be paid for regular time lost if said epidemic or calamity prevents them from reporting, or causes them to be late.

C. HEE who work in excess of two hundred and thirty five (235) days are required to make every reasonable effort to be present to assist in the routine tasks to be performed and in coping with the emergency.

CELL PHONES

Cell phone reimbursements are given to HEEs based upon the following:
Licensed Practical Nurses who float between buildings. $11/month for cell phone minute package; $30/month for data package; $492 total annually

COMPENSATION SYSTEM (YEARLY)

CONCEPT

Each administrator and exempt employee has a base salary or hourly rate, the starting point of which is determined at his/her date of hire (see description below). Each year the Board of Education will determine a dollar amount available for raises to administrators and exempt employees. If the Board of Education determines money is available, the Superintendent will be responsible for determining how the money will be distributed to the employees. The Superintendent will determine a base percentage increase that will be given to all employees. In addition to the uniform base percentage increase, an additional uniform percentage will be available for employees who have met their performance goals and have the highest rating possible on their summative evaluation for the year (see description below). Within the parameters written above, the total compensation increase an employee receives in a given year cannot exceed the top of the salary range for his/her position in the year in question.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

HIRING SALARIES/HOURLY RATE

The determination of the appropriate starting salary or hourly rate for new hires will be made by the Superintendent. Starting salaries or hourly rates should be at, or toward, the minimum of the assigned salary or hourly rate range (as found in the appropriate Benefit Provision Manual). A starting salary or hourly rate which is higher than the minimum assigned salary or hourly rate range may be granted for such reasons as education and/or work experience directly applicable to the job which exceeds the minimum qualification requirements, a competitive market situation, a special or specific talent, etc. Salary or hourly rate levels of current District employees should also be considered in determining new hire salaries or hourly rates.

ATTAINMENT OF PERFORMANCE GOALS

At the beginning of each school year, the employee will set a minimum of two (2) performance goals collaboratively with his/her direct supervisor. In years where the Board of Education has allocated money for raises, employees who meet their performance goals and who have the highest rating possible on their summative evaluation for the year will receive the additional uniform percentage available.

Whether an employee has met his/her performance goals is determined by the direct supervisor, in consultation with the Superintendent, and involves a portfolio based system that provides supporting evidence of results/outcomes.

SALARY/HOURLY RATE STRUCTURE ANALYSIS

In response to market trends, the salary/hourly rate structures should be reviewed and updated, as appropriate. A market analysis should be completed using comparable school districts in our area.

RATIONALE

This system allows for performance-based financial incentives while creating an atmosphere where everyone can “win” if they have met their performance goals and have achieved at the highest level on their summative yearly evaluation. Performance goals and the evaluation instrument are known to the employee from the beginning, thus eliminating to a great degree the idea of a supervisor being “arbitrary” with decisions that are made. All of this is done within the dollar amount allocated by the Board of Education.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

DISCIPLINARY PROCEEDINGS

Appropriate discipline may include oral or written reprimand, suspension with or without pay, reduction, demotion and/or termination.

EVALUATION

A. All HEE will be formally evaluated at least once each year by May 15 for HEE with less than two hundred sixty (260) day contracts, and June 15 for HEE with two hundred sixty (260) day contracts (See Appendix A for a copy of the evaluation instrument).

B. The purpose of such an evaluation is to promote better understanding of the consistent requirements of each position and expectations of the Administration of the HEE's productivity and the specific performance objective or targets to be achieved in a period covered by the evaluation and to point out and to attempt to mutually correct any deficiencies the HEE may have in his/her job performance. Expectations will be communicated to the HEE sufficiently in advance of the evaluation to provide an opportunity to meet expectations. Copies of the written evaluation will be given to the HEE evaluated and a copy will be filed in the HEE's personnel file.

C. The evaluator shall give the HEE a signed copy of the evaluation at least two (2) workdays prior to the post-evaluation conference. The HEE shall have an opportunity to discuss the evaluation with the evaluator. Where appropriate, suggestions for improvement will be made to the HEE. No HEE shall be adversely evaluated without just cause.

D. The HEE shall sign the evaluation form, which signifies only that the HEE has seen and discussed the evaluation; the HEE's signature does not signify agreement with the evaluation. The HEE will have ten (10) workdays after the above conference to notify the evaluator that he/she will file a written response to the evaluation with the Superintendent or designnee. The response will be attached to and made part of the evaluation.

E. An HEE will be evaluated on his/her work performance by his/her immediate supervisor/administrator.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

FBI CHECK

The Board shall pay for the cost of any FBI check provided the HEE ~~i~~initiated the background check through central office.

FLEX TIME

Flex time should be used within the pay period it is accrued. If this is not possible, then every effort should be made to use it in the next pay period. The maximum flex time that can be accrued at any one time is twelve (12) hours.

HOLIDAY PAY

A. Any HEE who is required to work on the day observed as a holiday shall receive time and one half (1 1/2) for all hours worked in addition to pay for the holiday.

B. Holidays granted and paid are as follows: New Year's Day, Martin Luther King Day, Memorial Day, ~~Fourth of July (for two hundred sixty (260) day HEE),~~ Labor Day, Thanksgiving, the day after Thanksgiving, and Christmas Day. Good Friday also shall be a paid holiday in years when school is not in session on that day. HEE assigned to work two hundred sixty (260) days or more will also receive ~~a floating holiday to be used on either~~ Fourth of July, Christmas Eve~~,~~ and New Year's Eve ~~day, Presidents' Day or July 3 at the HEE's option~~.

C. In order to qualify for holiday pay, an HEE must be either working his/her last scheduled work day prior to the holiday and his/her first scheduled work day after the holiday, or be properly excused. Members on unpaid leave shall not be eligible for holiday pay.

D. In the event a holiday falls on Saturday, Friday will be the paid holiday. If it falls on Sunday, then, Monday will be the paid holiday.

INSURANCE

GENERAL PROVISIONS

A. Right to Insurance Benefits

In addition to the salary and other payments, the compensation of full-time HEE shall include the insurance benefits provided herein. HEE who are scheduled to

work less than seventy-five percent (75%) of full-time shall not be eligible for insurance benefits. A full-time is defined as those who are contracted to work one thousand two hundred fifty (1,250) hours or more in a work year.

B. Distribution of Insurance Cards

Each HEE shall be issued a current insurance card.

PREFERRED PROVIDER ORGANIZATION (PPO)

A. Method of Payment
HEE shall pay a portion of the monthly premium according to the following schedule:

Single: 9%
Family: 6%

- ~~Cap on premium share, as follows:~~
  - ~~Year 1: Single: $70; Family: $100;~~
  - ~~Year 2: Single: $70; Family: $110; and~~
  - ~~Year 3: Single: $75; Family: $115.~~

B. Specifications

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Wadsworth City Schools – Base Plan
Blue Access® (PPO)
Effective 07/01/2018

Covered Benefits	Network	Non-Network
Deductible (Single/Family)	$250/$500	$1,000/$1,600
Out-of-Pocket Limit (Single/Family)	$1,250/$2,500	$3,400/$6,800
Physician Home and Office Services (PCP/SCP) **Primary Care Physician (PCP)/** **Specialty Care Physician (SCP)** Including Office Surgeries and allergy serum:	$20/$20	30%
• allergy injections (PCP and SCP)	20%	30%
• allergy testing	20%	30%
• MRAs, MRIs, PETS, C-Scans, Nuclear Cardiology Imaging Studies, non-maternity related Ultrasounds and pharmaceutical products	20%	30%
Preventive Care Services • Services included but not limited to: Routine medical exams, Mammograms, Pelvic Exams, Pap testing, PSA tests, Immunizations, Annual diabetic eye exam, Hearing screenings and Vision screenings which are limited to Screening tests (i.e. Snellen eye chart) and Ocular Photo screening.	No cost share	30%
Emergency and Urgent Care **Emergency Room Services** • **facility/other covered services** (copayment waived if admitted)	$100	$100
Urgent Care Center Services	$25	30%
• MRAs, MRIs, PETS, C-Scans, Nuclear Cardiology Imaging Studies, Non-maternity related Ultrasounds and pharmaceutical products	20%	30%
• Allergy injections	20%	30%
• Allergy testing	20%	30%
Inpatient and Outpatient Professional Services Include but are not limited to: • Medical Care visits (1 per day), Intensive Medical Care, Concurrent Care, Consultations, Surgery and administration of general anesthesia and Newborn exams	20%	30%
Blue 8.0 500 Series		

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Covered Benefits	Network	Non-Network
Inpatient Facility Services (Network/Non-Network combined) Unlimited days except for: • 60 days for physical medicine/rehab (limit includes Day Rehabilitation Therapy Services on an outpatient basis) • 180 days for skilled nursing facility	20%	30%
Outpatient Surgery Hospital/Alternative Care Facility • Surgery and administration of general anesthesia	20%	30%
Other Outpatient Services including but not limited to: • Non Surgical Outpatient Services for example: MRIs, C-Scans, Chemotherapy, Ultrasounds, and other diagnostic outpatient services. • Home Care Services 30 visits (excludes IV Therapy) (Network/Non-Network combined) • Durable Medical Equipment, Orthotics and Prosthetics • Physical Medicine Therapy Day Rehabilitation programs • Hospice Care • Ambulance Services	20% 20% 20%	30% 20% 20%
Outpatient Therapy Services (Combined Network & Non-Network limits) • Physician Home and Office Visits (PCP/SCP) • Other Outpatient Services @ Hospital/Alternative Care Facility Limits apply to: • Cardiac Rehabilitation Unlimited • Pulmonary Rehabilitation Unlimited • Physical Therapy: 60 visits • Occupational Therapy: 60 visits • Manipulation Therapy: 12 visits • Speech therapy: 20 visits • Teledoc (Live Health Online)	 $20/$20 20%	 30% 30%
Accidental Dental: Unlimited per accident (Network and Non-network combined)	Copayments/Coinsurance based on setting where covered services are received	30%
Behavioral Health: **Mental Illness and Substance Abuse[2]** • Inpatient Facility Services • Physician Home and Office Visits (PCP/SCP) • Other Outpatient Services. Outpatient Facility @ Hospital/Alternative Care Facility, Outpatient Professional	 20% $20 20%	 30% 30% 30%
Human Organ and Tissue Transplants[3] • Acquisition and transplant procedures, harvest and storage.	20%	30%

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Covered Benefits	Network	Non-Network
Prescription Drugs **Network Tier structure equals 1/2/3**		
• **Network Retail Pharmacies:** (30-day supply)	$10 generic/$20 preferred brand/$30 Non-preferred generic & brand	50%, min $30[5]
• **Home Delivery Service:** (90-day supply)	$25 generic/$50 preferred brand/$70 Non-preferred generic & brand	Not covered
Member may be responsible for additional cost when not selecting the available generic drug.	Rx OOP Max: $6,525 Single/$13,050 Family	Rx OOP Max: $13,050 Single/$26,100 Family
Medicare Rx - Wrap		

Notes:

- All medical deductibles, copayments and coinsurance apply toward the out-of-pocket maximum (excluding Non-Network Human Organ and Tissue Transplant (HOTT) Services). Prescription drug cost shares have a separate out-of-pocket maximum.
- Deductible(s) apply to covered medical services listed with a percentage (%) coinsurance, including 0%. However, the deductible does not apply to Emergency Room Services where a copayment & (%) coinsurance applies and may not apply to some Behavioral Health services where coinsurance applies
- Network and Non-network deductibles, copayments, coinsurance and out-of-pocket maximums are separate and do not accumulate toward each other.
- Dependent Age: to end of the month which the child attains age 26
- Specialist copayment is applicable to all Specialists excluding General Physicians, Internist, Pediatricians, OB/GYNs and Geriatrics or any other Network Provider as allowed by the plan.
- When allergy injections are rendered with a Physicians Home and Office Visit, only the Office Visit cost share applies. When the Office Visit cost share is a % coinsurance, deductible and coinsurance apply to allergy injections
- No cost share (NCS) means no deductible/copayment/coinsurance up to the maximum allowable amount. 0% means no coinsurance up to the maximum allowable amount. However, when choosing a Non-network provider, the member is responsible for any balance due after the plan payment.
- PCP is a Network Provider who is a practitioner that specializes in family practice, general practice, internal medicine, pediatrics, obstetrics/gynecology, geriatrics or any other Network provider as allowed by the plan.
- SCP is a Network Provider, other than a Primary Care Physician, who provides services within a designated specialty area of practice.
- Certain diabetic and asthmatic supplies, except diabetic test strips, have no deductible/copayment/coinsurance up to the maximum allowable amount at network pharmacies.
- Benefit period = calendar year
- Mammograms (Diagnostic) are no copayment/coinsurance in Network office and outpatient facility settings.
- Behavioral Health Services: Mental Health and Substance Abuse benefits provided in accordance with Federal Mental Health Parity.
- Preventive Care Services that meet the requirements of federal and state law, including certain screenings, immunizations and physician visits are covered.
- Private Duty Nursing – limited to 82 visits/Calendar Year
- Vision limited services – additional vision services are covered when specifically coded as determination of refraction, routine ophthalmological examination including refraction for new and established patients, and a visual functional screening for visual acuity. No additional ophthalmological services are covered as part of the medical coverage.
- Plan to exclude coverage for elective abortions.

[2] We encourage you to review the Schedule of Benefits for limitations.
[3] Kidney and Cornea are treated the same as any other illness and subject to the medical benefits.
[5] Rx non-network diabetic/asthmatic supplies not covered except diabetic test strips.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Precertification:
Members are encouraged to always obtain prior approval when using non-network providers. Precertification will help the member know if the services are considered not medically necessary.

Pre-existing Exclusion Period: none

This summary of benefits has been updated to comply with federal and state requirements, including applicable provisions of the recently enacted federal health care reform laws. As we receive additional guidance and clarification on the new health care reform laws from the U.S. Department of Health and Human Services, Department of Labor and Internal Revenue Service, we may be required to make additional changes to this summary of benefits.

This summary of benefits is intended to be a brief outline of coverage. The entire provisions of benefits and exclusions are contained in the Group Contract, Certificate, and Schedule of Benefits. In the event of a conflict between the Group Contract and this description, the terms of the Group Contract will prevail.

By signing this Summary of Benefits, I agree to the benefits for the product selected as of the effective date indicated.

Authorized group signature (if applicable)	Date
Underwriting signature (if applicable)	Date

WELLNESS RIDER

The wellness program will consist of a combination of activities that are designed to increase awareness, assess risk, educate and promote voluntary behavior change to improve the health of an individual. The objective is to encourage modifications of member health status and enhance personal well-being and productivity, with a goal of preventing injury and illness.

The program includes the following provisions:

(1) An annual voluntary onsite biometric screening or physician directed preventive exam will be provided at no cost to the employee. Onsite biometric screenings or physician directed examinations shall be conducted around the summer/fall of each calendar year. The screening shall provide (but not be limited in application to as determined by the District) confidential employee information in four (4) key wellness categories:

- Non-smoker or participation in a smoking cessation program
- Low density Li-protein (LDL)/High-density Li-protein (HDL) and Total Cholesterol
- Body Mass Index (BMI)
- Blood Pressure (BP)

(2) ~~Effective January 1, 2018 all WESPA members and any new members hired subsequent to January 1, 2018 who voluntarily participated in the previous fall~~

~~onsite biometric screening or physician directed preventive exam earn health credits applicable to the following calendar year. The value of health credits in the following calendar year will be issued exclusively based on the employee's participation in either the onsite biometric screening or physician directed preventive exam. Single enrollees shall earn a credit of $100 to be applied to a Health Reimbursement Account (HRA) on a calendar year basis. Family enrollees shall earn a health credit of $200 to be applied to a Health Reimbursement Account (HRA) on a calendar year basis. Employer contributions to the HRA will expire at the end of the calendar year for which they are earned if they are not used.~~

~~(3) Effective January 1, 2019, employees who voluntarily participated in the 2018 onsite biometric screening or physician directed preventive exam will have the opportunity to earn HRA credits. The value of HRA credits in the 2019 calendar year will be based on four key biometric components. Each component shall be equal to a credit value of $25 for single enrollees or $50 for family enrollees. In no event will the total value of credits exceed $100 for a single enrollee or $200 for a family enrollee. HRA credits are non-transferable and are only valid against allowable medical expenses incurred and applicable during the 2019 calendar year.~~

Beginning in 2019 and applicable for each subsequent calendar year, HRA credits shall be issued subject to the terms and conditions outlined herein; credits shall be provided on the following basis:

- Participation in the immediately preceding period's onsite biometrics initiative or physician directed preventive exam.
- Employee certification of being a non-smoker or successful completion of a physician directed smoking cessation program during the year shall be worth $25/single or $50/family.
- Total Cholesterol Score of 240 or less. Or, should the employee's score be in excess of 240, physician certification of the employee's participation in a management program to reduce their cholesterol risk or certification of the employee's inability to reduce this risk due to a related medical condition. Or, should the employee's total cholesterol be in excess of 240, a 5% improvement over the prior year's total cholesterol provided that the employee participated in the prior year's onsite or physician directed

examination process. Completion of any of the above three conditions shall be worth $25/single or $50/family.

- Body Mass Index (BMI) of 30 or less. Or, should the employee's BMI be in excess of 30, physician certification of the employee's participation in a management program to reduce their BMI or certification of the employee's inability to reduce this risk due to a related medical condition. Or, should the employee's BMI be in excess of 30, a 5% improvement over the prior year's BMI provided that the employee participated in the prior year's onsite or physician directed examination process. Completion of any of the above three conditions shall be worth $25/single or $50/family.
- Blood Pressure of 140/90 or less. Or, should the employee's blood pressure be in excess of 140/90, physician certification of the employee's participation in a management program to reduce their blood pressure or certification of the employee's inability to reduce this risk due to a related medical condition. Or, should the employee's blood pressure be in excess of 140/90, a 5% improvement over both the prior year's Systolic and Diastolic blood pressure number provided that the employee participated in the prior year's onsite or physician directed examination process. Completion of any of the above three conditions shall be worth $25/single or $50/family.

(4) For each year after 2018, employees who voluntarily participated in the immediately preceding prior onsite biometric screening or physician directed preventive exam will have the opportunity to earn health credits for the following calendar year.

TERM LIFE INSURANCE

A. Right to Coverage

The Board shall purchase from a carrier licensed by the State of Ohio, group term life insurance in the amount of $50,000 for each regular, full-time HEE now or hereinafter employed.

B. Method of Payment

The full cost of this program and any increase thereof shall be paid by the Board.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

C. Right to Purchase Additional Coverage

The Board shall allow an eligible HEE to purchase additional amounts of coverage through payroll deduction, provided the number electing to take advantage of this opportunity is adequate to meet the requirements of the insuring company. The Board may insist that the amount of such additional coverage shall be $50,000 or One Hundred Thousand Dollars $100,000, at the option of the HEE. The right to purchase such additional coverage is subject to availability and to all requirements imposed by the insurance carrier.

DENTAL INSURANCE

A. Right to Coverage

The Board shall self-fund and/or purchase from a carrier licensed in the State of Ohio, dental insurance coverage for each full-time HEE now or hereinafter employed, and his/her family.

B. Method of Payment of Coverage

The full cost of such insurance shall be paid by the Board.

C. Right to Change Coverage Status

An HEE may change coverage during the districts open enrollment period or when the employee has a "change in life event" as defined by the insurance carrier.

DELTA DENTAL®

Delta Dental of Michigan, Ohio, Indiana QUALITY ISO 9001 CERTIFICATION

Delta Dental PPO (Point-of-Service) Summary of Dental Plan Benefits For Group# 1151-5000, 5091

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

This Summary of Dental Plan Benefits should be read along with your Certificate. Your Certificate provides additional information about your Delta Dental plan, including information about plan exclusions and limitations. If a statement in this Summary conflicts with a statement in the Certificate, the statement in this Summary applies to you and you should ignore the conflicting statement in the Certificate. The percentages below are applied to Delta Dental's allowance for each service and it may vary due to the dentist's network participation.*

	PPO Dentist	Premier Dentist	Non-participating Dentist
	Plan Pays	Plan Pays	Plan Pays*
Diagnostic & Preventive			
Diagnostic and Preventive Services – exams, cleanings, fluoride, and space maintainers	100%	100%	100%
Sealants – to prevent decay of permanent teeth	100%	100%	100%
Brush Biopsy – to detect oral cancer	100%	100%	100%
Radiographs – X-rays	100%	100%	100%
Basic Services			
Emergency Palliative Treatment – to temporarily relieve pain	80%	80%	80%
Minor Restorative Services – fillings and crown repair	80%	80%	80%
Endodontic Services – root canals	80%	80%	80%
Periodontic Services – to treat gum disease	80%	80%	80%
Oral Surgery Services – extractions and dental surgery	80%	80%	80%
Other Basic Services – misc. services	80%	80%	80%
Major Services			
Major Restorative Services – crowns	70%	70%	70%
Relines and Repairs – to bridges, implants, and dentures	70%	70%	70%
Prosthodontic Services – bridges, implants, and dentures	70%	70%	70%
Orthodontic Services			
Orthodontic Services – braces	60%	60%	60%
Orthodontic Age Limit –	No Age Limit	No Age Limit	No Age Limit

* When you receive services from a Nonparticipating Dentist, the percentages in this column indicate the portion of Delta Dental's Nonparticipating Dentist Fee that will be paid for those services. The Nonparticipating Dentist Fee may be less than what your dentist charges and you are responsible for that difference.

- Oral exams (including evaluations by a specialist) are payable twice per calendar year.
- Prophylaxes (cleanings) are payable twice per calendar year. Periodontal maintenance procedures are not a Covered

Service for people under age 16.

- People with specific at-risk health conditions may be eligible for additional prophylaxes (cleanings) or fluoride treatment. The patient should talk with his or her dentist about treatment.
- Fluoride treatments are payable twice per calendar year for people up to age 19.
- Space maintainers are payable once per area per lifetime for people up to age 16.
- Bitewing X-rays are payable twice per calendar year for people under age 19 and once per calendar year for people age

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

19 and older. Full mouth X-rays (which include bitewing X-rays) are payable once in any five-year period. Vertical bitewing X-rays are payable once in any three-year period.

- ➢ Four periapical and two occlusal X-rays are payable per calendar year.
- ➢ Sealants are payable twice per tooth per lifetime for the occlusal surface of first and second permanent molars up to age 16. The surface must be free from decay and restorations.
- ➢ Crowns, inlays and onlays are Covered Services for people age 16 and older once in any five-year period.

Recementation of crowns, inlays and onlays are payable once per lifetime for people age 16 and older. Prefabricated crowns are Covered Services on primary teeth.

- ➢ Composite resin (white) restorations are Covered Services on posterior teeth.
- ➢ Porcelain and resin facings on crowns are optional treatment on posterior teeth.
- ➢ Root canal treatment is payable once per tooth per lifetime. Retreatment of a previous root canal is payable once per tooth per lifetime.
- ➢ Certain oral surgery procedures including vestibuloplasty, frenulectomy, frenuloplasty, oroantral fistula closure, primary closure of sinus perforation and biopsy of hard tissue are Covered Services.
- ➢ Full and partial dentures are payable once in any five-year period. Tissue conditioning is payable twice in any 12- month period. Chairside reline and rebase of dentures are payable once in any calendar year. Lab reline and rebase of dentures are payable once in a three-year period. Adjustments of dentures are payable once in any calendar year.
- ➢ Recement of bridges is payable once per lifetime. Repair of bridges is payable once in any five-year period.
- ➢ Implants and implant related services are payable once per tooth in any five-year period.
- ➢ Emergency palliative treatment is a Covered Service twice in any calendar year. Consultations (by other than the treating dentist) are Covered Services once in any calendar year. Occlusal guards and occlusal adjustments are not Covered Services.

Having Delta Dental coverage makes it easy for you to get dental care almost everywhere in the world! You can now receive expert dental care when you are outside of the United States through our Passport Dental program. This program gives you access to a worldwide network of dentists and dental clinics. English-speaking operators are available around the clock to answer questions and help you schedule care. For more information, check our Web site or contact your benefits representative to get a copy of our Passport Dental information sheet.

Maximum Payment – $3,000 per person total per Benefit Year on all services except orthodontics. $1,500 per person total per lifetime on orthodontic services.

Deductible – $25 Deductible per person total per Benefit Year limited to a maximum Deductible of $50 per family per Benefit Year. The Deductible does not apply to oral exams, preventive services, consultations, office visit for observation, X-rays, brush biopsy, sealants, and orthodontic services.

Any expenses incurred by an eligible person for covered services during the last three months of a benefit year and applied to the Deductible for that benefit year will also be applied to the Deductible for the following Benefit Year.

The Deductible met under the previous carrier for the period January 1, 2014 through June 30, 2014 will be applied to the 2014 calendar year Deductible with Delta Dental. It is the Subscriber's responsibility to provide Delta Dental with adequate documentation of the Deductible met under the previous carrier.

Waiting Period – Employees who are eligible for dental benefits are covered as identified in your contract with the school district.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Eligible People – All eligible contracted employees of the school district who elect the dental plan. The Contractor and Subscriber share the cost of this plan.

Also eligible at your option are your legal spouse and your dependent unmarried children to the end of the month in which they turn 26 if eligible to be claimed by you as a dependent under the U.S. Internal Revenue code during the current calendar year. You and your eligible dependents must enroll for a minimum of 12 months. If coverage is terminated after 12 months, you may not re-enroll prior to the open enrollment that occurs at least 12 months from the date of termination. Your dependents may only enroll if you are enrolled (except under COBRA) and must be enrolled in the same plan as you. Plan changes are only allowed during open enrollment periods, except that an election may be revoked or changed at any time if the change is the result of a qualifying event as defined under Internal Revenue Code Section 125.

If you and your spouse are both eligible under this Contract, you may be enrolled as both a Subscriber on your own application and as a dependent on your spouse's application. Your dependent children may be enrolled on both applications as well. Delta Dental will coordinate benefits.

Benefits will cease on the last day of the month in which the employee is terminated.

LEAVE PROVISIONS

SICK LEAVE

A. HEE shall accrue sick leave as established by the Ohio Revised Code. Sick leave shall be charged as it is used in minimum increments of one-quarter (1/4) hours, with a maximum accumulation of two hundred eighty-four (284) days. The State mandated accumulation of Sick Leave is also established by the Ohio Revised Code. An HEE shall receive notification of his/her accumulated sick leave with each pay. An HEE who has not yet accumulated sufficient sick leave or who has exhausted sick leave and personal leave shall be credited up to five (5) days of sick leave.

B. HEE may use sick leave, upon approval of the responsible administrative officer of the employee, for absence due to personal illness, pregnancy, injury, exposure to contagious disease which could be communicated to others, and to illness, injury or death in the HEE immediate family. Sick leave may also be used as follows: (1) for pregnancy as provided in the Ohio Revised Code. Absent medical verification of a need for a longer leave, the use of sick leave for pregnancy and/or child birth will not exceed six (6) weeks from date of delivery or eight (8) weeks from the date of delivery for a caesarean section, when documentation of the caesarean section has been provided; (2) for care of a spouse with a newborn baby up to a maximum of five (5) days. If an HEE

requires more than five days, he/she will provide written documentation to the Superintendent; and (3) for the death of an aunt or uncle up to a maximum of two days. Babysitting for the HEE children or grandchildren is an inappropriate use of sick leave. When the administration suspects an abuse in the use of sick leave, the administration has the right to require an affidavit from a physician to verify the use of sick leave. Any misuse, abuse, or unauthorized use of sick leave will result in disciplinary action up to and including termination.

C. Any HEE whose job requires the operation of machinery or motor vehicle and who is on prescription medication that might impact the HEE ability to perform those functions must immediately inform his/her supervisor and provide a physician's statement verifying the member's fitness to operate such machinery or motor vehicle.

D. The local definition of "immediate family" is:
Spouse of HEE
Children or grandchildren of HEE or of his/her spouse
Parents and stepparents of HEE and HEE's spouse
Brothers and sisters of HEE and HEE's spouse
Grandparents of HEE and HEE's-spouse
Son-in-law and daughter-in-law of HEE or of his/her spouse
In the event of death, "immediate family" also includes aunts and uncles.

Any person *in loco* of the above (e.g., anyone residing in the same home with the HEE or any relative who clearly stands in the same relationship with the HEE as any of those so specified). An HEE must provide a written description of the facts on the District absence report form supporting the *in loco* situation.

E. HEE shall not be charged sick leave when school is not in session or when the HEE is not required to report to work.

PERSONAL LEAVE

A. Right to Leave

1. HEE shall be eligible for three (3) unrestricted days per school year.
2. HEE will not be charged personal leave on non-work days.

B. Notice of Intent to Use Leave

Notice of intent to use Personal Leave shall be provided by completing and delivering to the person the HEE directly reports to the prescribed form at least three (3) days in advance of the anticipated absence. If circumstances make

advance notice impossible, the HEE shall notify the person they report to with his/her intent to use Personal Leave as soon as practicable.

C. Purpose of Leave

It is the intent of this Section to provide HEE with a means of dealing with personal matters that cannot be handled except during school hours.

D. Personal Leave must be taken in minimum increments of one-quarter (1/4) hour.

E. On occasion, special circumstances not covered by the provision above may arise and HEE may wish to request personal leave. Such requests shall be made in writing to the person the HEE reports to who may grant the personal leave on a paid or unpaid basis or may deny the request.

F. An HEE who abuses personal leave will be subject to discipline, up to and including termination.

G. Any unused personal leave hours at the end of the contract year (June 30) will be paid at the HEE's per diem rate. If the HEE desires to have unused personal leave converted to sick leave in lieu of receiving his/her per diem rate reimbursement for unused personal leave hours, he/she must submit a letter to the Treasurer's office by June 15.

UNPAID LEAVE

A. Unpaid Leave – Short Term

Unpaid leave of up to ten (10) days at one time may be granted, in writing, by the Superintendent or his designee upon prior written request to the Superintendent or his designee by the HEE. In emergency cases, verbal requests and approval shall be reported, in writing, by the supervisor or administrator granting the request.

B. Unpaid Leave – Long Term

Upon the written request of an HEE, the Board may grant Unpaid Leaves up to two (2) years in length.

PAID ADOPTION LEAVE

A. Adoptions in the United States

An HEE is eligible, upon adoption of a child in the United States, to use accumulated sick leave for up to a total of twenty (20) days, which may be taken

after the Board receives documentation of the adoption. Such leave must be taken within a twelve (12) month period, during which period custody is received. If both adoptive parents are Board employees, either or both may use sick leave under this provision with the understanding that the combined sick leave taken by both will not exceed twenty (20) days.

B. Adoptions Outside the United States

If a child outside of the United States is adopted, an HEE will be able to use accumulated sick leave for up to a total of twenty (20) days, which may be taken after the Board receives documentation of the adoption. Such leave must be taken within a twelve (12) month period, during which period custody is received. Further, accumulated sick leave may be used for up to a total of ten (10) days for the adoption process, prior to receiving custody of the child. The scheduling of leave for the adoption process will be arranged between the HEE and the Superintendent. If both adoptive parents are Board employees, either or both may use sick leave under this provision with the understanding that the combined sick leave taken by both will not exceed thirty (30) days.

C. HEE will not be charged adoption leave on non-work days.

UNPAID CHILD CARE LEAVE

A. Length of Leave

An HEE shall be granted unpaid child care leave to care for a newborn or an adopted child who is not yet school age. Unpaid child care leave and the absence (if any) charged to sick leave shall not exceed six (6) months. Unpaid child care leave shall start at the end of the use of sick leave (if any) and will expire no later than the end of the sixth month following the child's birth or date of adoption.

B. Eligibility for Leave

An HEE wishing to take unpaid leave for child care pursuant to this Section shall, as a prerequisite, file a letter of intent to use such leave, specifying its expected duration, not later than the end of the fifth (5^{th}) month of pregnancy or within four (4) months of pending adoption date.

C. Right to Return from Leave

1. An HEE who has elected not to take additional leave shall return to work as soon as the period of actual physical disability has ended. The HEE will notify

the Superintendent in writing, of the date of her expected return as far in advance as possible.

2. An HEE who uses an additional unpaid leave for child care shall return on the date specified in the notice of intent to use the unpaid leave.

D. Rights While on Leave

An HEE who is absent on unpaid child care leave shall have the same rights, and only those rights, while on leave and upon returning from leave as any other HEE who is absent on unpaid leave pursuant to Ohio Revised Code.

E. Insurance Coverage While on Leave

An HEE on unpaid child care leave may continue all insurance coverage provided. Such coverage will be at his/her own expense unless otherwise required by statute. Payment for such coverage shall be made monthly by the HEE to the Treasurer.

JURY DUTY

An HEE shall be granted time off for jury duty actually served during work hours and shall suffer no loss of pay. If an HEE has served on jury duty in excess of four (4) hours in a given day, the member need not report to work. Similarly, if an HEE has worked four (4) hours of his/her shift prior to reporting to jury duty, the HEE need not return to work. The HEE may keep any payment received for jury duty. Documentation of jury duty actually served must be submitted to the appropriate supervisor.

LEAVE PURSUANT TO SUMMONS OR SUBPOENA

A. Right to Leave for a Summons or Subpoena

Any HEE who is summoned or subpoenaed for a job-related issue shall be granted leave with no loss of pay or other benefits for days missed by reasons of the summons or subpoena. A summons or subpoena issued because of a student's custody issue is considered to be job related. A HEE receiving a subpoena to appear as a witness for a non-job related issue shall be eligible for leave under this section.

B. Right to Leave for a Non-Job Related Issue

Personal leave must be utilized for a summons issued because of a non-job related issue. If the HEE has exhausted his/her personal leave, and is summoned for something that is not job related, leave pursuant to summons or subpoena may be

used in order to comply with the summons.

C. Leave not Covered

An HEE is not eligible for leave under this Section if the HEE is a party to the legal proceeding.

D. Duty to Report

If the HEE responsibility under the summons or subpoena requires the HEE participation in excess of four (4) hours in a given day, the member need not report to work. Similarly, if the HEE has worked four (4) or more hours of his/her shift and the HEE requires leave due to a summons or subpoena, the HEE need not return to work following completion of that responsibility. Documentation of the HEE's obligations under this Section must be submitted to the appropriate supervisor.

ASSAULT LEAVE

A. Right to Leave

An HEE who is absent due to physical disability directly resulting from an assault, which occurs in the course of Board employment, while on duty either during school hours or where required to be in attendance at a school-sponsored function, shall be eligible to receive Assault Leave.

B. Notice of Intent to Use Leave

1. Such leave shall be granted, for a period not to exceed one hundred eighty (180) workdays, upon the HEE delivering to their immediate supervisor a signed Employee Report of Injury Form.

2. Such statement will indicate the nature of the injury, the date of its occurrence, the identity of the individual(s) causing the assault (if known), the facts surrounding the assault and willingness of the HEE to cooperate with the Board if the Board chooses to pursue legal action against the assailant(s).

C. Rights While On Leave

1. An HEE on Assault Leave shall be maintained on full pay status during the period of his/her leave with the exceptions listed in D and E below.

2. Leave granted under this Section shall not be charged against Sick Leave earned or earnable under ORC Section 3319.141 or leave granted under other section in the benefit provision plan.

D. Length of Leave

Assault Leave may be used for the period of the disability up to a maximum of one hundred (180) workdays.

E. Restrictions

1. If medical attention is required, the HEE shall supply a certificate from a licensed physician stating the nature of the disability and its duration.

2. The HEE must file a Workers Compensation claim with the Business Office. The pay of a HEE on Assault Leave shall be reduced by the amount received by him/her, if any, for Workers' Compensation as a benefit to cover loss of pay resulting from the injury. However, the HEE's pay shall not be reduced by benefits received from Workers' Compensation to cover occupational diseases, medical expenses, nursing expenses, hospital services, medicines and/or rehabilitation services.

3. If an HEE is unable to return to work after using fifty (50) days for assault leave, he/she shall provide the Board medical verification of the need for additional assault leave. The Board retains the right, at its own expense, to require the HEE to obtain the opinion of a second healthcare provider designated by the Board. If the second opinion is in conflict with the member's first medical verification, the Board may request, at the Board's expense, that the HEE see a mutually agreed upon healthcare provider to give a final and binding opinion regarding the need for continued assault leave.

4. Falsification of either the signed statement or a physician's certificate may be grounds for suspension or termination of employment under ORC Section 3319.16.

5. HEE shall not be charged assault leave when school is not in session or when the member is not required to report to work.

F. Verbal Assault Leave

1. An HEE not physically assaulted but who is emotionally distraught due to a threat of physical injury that is direct, specific and plausible will receive up to

two (2) days off without loss of pay, as long as the HEE reports the threat to the police.

2. HEEs shall not be charged verbal assault leave when school is not in session or when the HEE is not required to report to work.

PROFESSIONAL LEAVE

A. Eligibility for Leave

An HEE may initiate a request or be assigned to attend professional conferences designed to improve the HEE's effectiveness in his/her assigned area(s).

B. Application for Leave

Application for professional leave shall be made by the HEE completing the form provided by the Board, and submitting it to his/her district supervisor.

C. Restriction

In determining whether to approve requests, the value of the conference relative to the costs of attendance shall be considered along with the availability of funds within the Board's annual appropriation.

FAMILY AND MEDICAL LEAVE

A. To be eligible for FMLA Leave, the HEE must:

1. Have been working for the Board for at least twelve (12) months before the leave request (these do not need to be consecutive months); and

2. Have worked at least one thousand two hundred fifty (1,250) hours during the twelve (12) month period preceding the FMLA Leave.

3. Provide the Board with thirty (30) days advance notice when the need is foreseeable and such notice is practicable.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

B. An HEE may take up to twenty-six (26) workweeks of leave during a single twelve (12) month period to care for a covered service member who is the spouse, son, daughter, parent, or next of kin of the HEE.

C. An eligible HEE may take up to twelve (12) workweeks of paid (if sick leave is available) or unpaid leave ("FMLA Leave") in any school year (August 1st through July 31st) for one (1) or more of the following circumstances:

1. The birth of an HEE's child and to care for the child up to age one (1);

2. The placement of a child with an HEE for adoption or foster care, up to a twelve (12) month period after the placement;

3. To care for the spouse, child, or parent of an HEE when that family member has a serious health condition;

4. The HEE's inability to perform the functions of the position because of the HEE's own serious health condition.

5. For qualifying military situations arising when an HEE's spouse, son, daughter or parent is on active duty or is called to active duty status.

D. A "serious health condition" is defined as one that involves either inpatient care or one where the period of incapacity: (1) is more than three consecutive calendar days and involves treatment by a health care provider, (2) is due to incapacity due to pregnancy or prenatal care, (3) is a period of incapacity or treatment for such incapacity due to a chronic serious health condition, (4) is a period of incapacity which is permanent or long-term due to a condition for which treatment may not be effective, or (5) any period of absence to receive multiple treatments (including any period of recovery therefrom) by a health care provider or by a provider of health care services under orders of, or on referral by, a health care provider. Conditions for which cosmetic treatment are administered are not "serious health conditions" unless complications develop.

E. Spouses employed by the Board are jointly entitled to a combined total of twelve (12) weeks of FMLA Leave if the FMLA Leave is requested for the birth or placement of a child or to care for an ill parent (but not parent-in-law). Spouses employed by the board are jointly entitled to a combined total of twenty-six (26) of FMLA leave if the leave is requested to care for a covered service member.

F. For purposes of this section, a qualifying military situation arises when an HEE's spouse, son, daughter, or parent is on active duty or called to active duty status

(i.e., not on active duty in the Armed Forces) and includes, but is not limited to, the following situations:

1. Attendance at official military sponsored events
2. To provide or arrange for alternative child care or schooling
3. To make financial or legal arrangements to address the HEE address while on active duty
4. Counseling
5. Rest and recuperation, and
6. Post-employment activities.

For purposes of military caregiver leave, a covered service member is a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury incurred in the line of active duty that renders a service member medically unfit to perform his or her duties and for which the service member is undergoing medical treatment, recuperation, therapy or otherwise in an out-patient status or on temporary disability retired list.

G. Sick leave taken shall be counted as FMLA Leave if the reasons for taking it qualify as FMLA reasons.

H. The Board shall maintain coverage under the group health plans and life insurance plans for the duration of the unpaid FMLA leave at the level and under the conditions that would have been provided if the employee had continued to work and not taken leave. Payment of the employee's required contribution toward the premium (if any) is due the first day of the month. Failure to make payment within thirty (30) days will result in termination of coverage during the unpaid FMLA Leave. The HEE shall accrue seniority but shall not accrue any other employment benefits during the unpaid FMLA Leave.

I. The Board shall notify the HEE of FMLA eligibility within three business days of learning of the need for the FMLA leave.

J. For unpaid FMLA Leave the Board retains the right, at its own expense, to require the member to obtain the opinion of a second health care provider designated by the Board. If the second opinion is in conflict with the first, the Board may request, at the Board's expense, the HEE to see a mutually agreed upon health care provider to give a final and binding opinion regarding eligibility for unpaid FMLA leave. The HEE and Board must each act in good faith to attempt to reach

agreement on whom to select for the third opinion provider. If the Board does not attempt in good faith to reach agreement, the Board will be bound by the first certification. If the HEE does not attempt in good faith to reach agreement, the HEE will be bound by the second certification.

K. Intermittent Leave and Reduced-Work Schedule

1. Intermittent leave means leave taken in separate periods of time due to a single illness or injury, rather than for one continuous period of time, and may include leave of periods from an hour or more to several weeks. Examples of intermittent leave would include leave taken on an occasional basis for medical appointments, or leave taken several days at a time spread over a period of six months, such as for chemotherapy.

2. When medically necessary, an HEE may take intermittent FMLA Leave or a reduced-work schedule to care for a spouse/child/parent who has a serious health condition. The HEE shall make reasonable efforts to schedule treatment so as not to unduly disrupt the regular operations of the Board.

3. Where FMLA Leave is taken because of birth or placement for adoption or foster care, an HEE may take leave intermittently or on a reduced-work schedule only if the Board agrees.

L. Return to Work

1. At the end of unpaid FMLA Leave, the Board shall restore the HEE to the same or to an equivalent position with equal benefits, pay, and other terms and conditions of employment.

2. When an HEE is medically able to return to work after using unpaid FMLA Leave because of a serious personal health condition, he/she shall provide the Board with a statement from his/her health care provider that the employee is able to resume the job functions for his/her position.

3. Should an HEE not return to work at the end of the unpaid FMLA Leave or contractual leave that is adjacent to the FMLA leave for reasons other than the continuation, recurrence, or onset of the serious health condition that gave rise to the FMLA Leave or for circumstances beyond the HEE's control, the HEE shall reimburse the Board for the health insurance premiums paid by the Board during the unpaid FMLA Leave period. As HEE shall be required to support his/her claim of inability to return to work because of the continuation, recurrence, or onset of the serious health condition. Certification from the HEE's health care provider shall be provided in a

timely manner, and no later than thirty (30) calendar days after the claimed inability to return. If this certification is not provided in a timely manner, the Board may recover the health benefit premiums it paid during the period of unpaid FMLA Leave.

M. All terms which are not defined in this Article shall have the same meaning as those terms defined in the Family and Medical Leave Act of 1993, as amended January 16, 2009. If there are any inconsistencies between this Article of the Agreement and the Family and Medical Leave Act of 1993, the Family and Medical Leave Act of 1993 shall prevail.

MILITARY LEAVE

An HEE engaged in military service will receive leave and reinstatement rights in accordance with the requirements of applicable Federal and Ohio law.

MILEAGE REIMBURSEMENT

An HEE who is required by the Board to use his/her own automobile to perform his/her assigned duties shall be reimbursed for all such travel, unless the Board has notified SEEs that the district-owned pool car must be used if available. Examples are: an HEE who is assigned to more than one (1) school building per day or attending mandatory training meetings that involve considerable distances. Rate of compensation is approved IRS rate.

PAYROLL PRACTICES

Paychecks will be biweekly on Friday, during the term of employment. HEE may elect to receive his/her wages in twenty-six (26) bi-weekly, substantially equal pays. In order to facilitate payroll procedures, pay will be one week in arrears. All HEE will be paid via direct deposit into the account in the financial institution of the HEE choice and will receive their pay stub via email.

PERSONNEL FILES

A. Right to Review

An HEE shall have the right, upon request, to examine and obtain a copy of any information in his/her personnel file except for information classified by law as confidential.

B. Right to See Copy of Material in File

If an Administration communication or a communication received from parents and other nonprofessionals regarding an HEE is intended to become a part of the HEE's file, it shall be reviewed by HEE's boss and the HEE involved and such HEE shall be afforded the opportunity to file a written reply. After receiving the communication, the HEE shall sign it to acknowledge he/she has had the opportunity to review it. This signature shall not indicate agreement with the substance of the communication.

C. Right to Challenge Contents of File

1. An HEE will have the right to indicate which, if any, document(s) or other material(s) in his/her personnel file is obsolete or otherwise inappropriate for retention.

2. Such document(s) will then be reviewed by an appropriate member of the administrative staff.

3. In determining whether a document is "obsolete or otherwise inappropriate for retention," the standards set forth in ORC Section 1347.05 shall apply.

D. Maintenance of Files

Neither the Board nor any Administrator shall maintain confidential and separate files on personnel in the form of communications from parents or computerized information which the HEE has neither seen or had the right to challenge.

E. Public Request to View Personnel Files

In the event any person, other than the HEE's Supervisor or other Administrator or Board member, seeks to review the personnel file of an HEE, the HEE shall be notified of such request. Such notice shall include the name of the person making the request, the date the request was made and, if scheduled, the date and time of the review, if applicable.

SEVERANCE PAY

A. An HEE shall receive severance pay upon quitting his/her employment in the District and retiring from active service providing he/she; (1) is approved for retirement benefits by the State Employees Retirement System (SERS), or (2) is at least fifty (50) years old and has worked at least ten (10) full years in the District, or (3) has fifteen (15) or more years' service credit with the SERS and at least ten (10) full years of employment in the District.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

B. A qualifying HEE shall receive severance pay equal to forty percent (40%) of two hundred (200) days; i.e., a benefit of up to eighty (80) days of his/her accumulated and unused sick leave. If a qualifying HEE does not have sufficient sick leave to qualify for maximum severance resigns or retires after fifteen (15) or more years employment in the district, then the severance pay to which he/she is entitled shall be supplemented by one day's pay for each year of employment in the district, provided that the total severance pay shall not exceed the eighty (80) day cap.

C. The payment shall be based on average hours assigned for the last three (3) years of employment. Hours will be based on the last three (3) wage notices issued by June 30th of each year. Wages will be based on final wage rate at the time of retirement.

D. The payment will be made in one lump sum within ninety (90) calendar days of the last work day with the District. Alternatively, at the request of the HEE, payment may be delayed until the calendar year following retirement, providing the member takes full responsibility for taxes.

VACATION DAYS

A. HEE assigned to at least two hundred sixty (260) days of work per year (excluding paid holidays) will be granted paid vacations as follows:

- 11 days- less than six years
- 14 days- six years, less than nine years
- 17 days- nine years, less than fourteen years
- 22 days- fourteen years, less than twenty years
- 27 days-twenty years and over

For purposes of vacation accrual, the passage of each August 1 defines one year.

B. Vacation will be awarded on August 1 of each year for the year to be worked and may be taken upon accrual at times requested by the HEE and recommended and approved by his/her supervisor. Requests must be made at least three (3) days in advance, except: (1) this requirement can be waived by the administration and (2) a one-day or two-day vacation can be taken with one (1) workday's notice.

C. A maximum of ten (10) days of unused vacation will be carried forward to the next year.

D. When an HEE moves from a position that does not qualify for vacation to a vacation qualifying position, placement on the vacation schedule will be determined by the following formula:

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

(Total years in a nine month position) times (.75) example:

13 years as nine month employee moving to a twelve month position (13) x (.75) = 8.25 twelve month years, therefore, the SEE receives fourteen (14) prorated days of vacation and after one (1) year in the twelve month position, the SEE would be entitled to seventeen 17 days of vacation.

(Total years in a ten and one-half month [220 days] position) times (.85) example:

13 years as a ten and one-half month (220 days) employee moving to a twelve-month position (13) x (.85) = 11.05 twelve-month years, therefore the SEE receives seventeen (17) prorated days of vacation and after three (3) years in the twelve (12) month position, the SEE would be entitled to twenty-two (22) days of vacation.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

WADSWORTH CITY SCHOOLS EVALUATION INSTRUMENT

Wadsworth City Schools Evaluation Instrument
Administrators and Exempt Employees

EMPLOYEE _____ EVALUATOR _____

DEPT. _____ POSITION _____ DATE _____

Performance Traits	*Rating (Numerical Score)*	*Numerical Score (from previous column)*	*Comments*
1. PROFESSIONAL EXPERTISE Knowledge of job, qualifications	Accomplished (4)		
2. TEAMWORK: Teamwork, works well with others, cooperates with colleagues	Accomplished (4)		
3. PROFESSIONAL CHARACTER: Appearance, courtesy, attitude, public relations, communication	Accomplished (4)		
4. PERSONAL JOB ACCOMPLISHMENTS/INITIATIVE: Motivation, reliability, dependability, interest in work	Accomplished (4)		
5. LEADERSHIP: Sets example, provides direction, has vision	Accomplished (4)		

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Wadsworth City Schools Evaluation Instrument
Administrators and Exempt Employees

6. QUALITY OF WORK: Accuracy, neatness, thoroughness, standard of work	Accomplished (4)		
7. QUANTITY OF WORK: Volume, amount, speed, turn-around time, projects	Accomplished (4)		
8. PROFESSIONAL GROWTH: Activities, programs, initiatives	Accomplished (4)		
9. ATTENDANCE: Punctual, absenteeism	Accomplished (4)		
GENERAL COMMENTS:			
	RATING TOTAL	0	**OVERALL RATING:** Accomplished Accomplished 32-36 Skilled 23-31 Developing 14-22 Ineffective 9-13

Four Cities Compact Benefit Provision Manuals Summary of Changes
June 2, 2020

The changes noted below are in addition to language “clean-up/housekeeping” items.

Administrator Benefit Provision Manual:

- One (1) year, August 1, 2020 through July 31, 2021

- Addition of one (1) paid holiday for administrators who work two hundred sixty (260) days (both Christmas Eve and New Year’s Eve instead of a floating holiday they choose from)

- Addition of language specifying that eight (8) weeks of leave are permitted from the date of delivery for a caesarean section (aligns the Manual language with past/current practice)

- Allows for payment to more than one (1) professional organization, not to exceed five hundred dollars ($500.00) (the dollar amount did not change)

- Adds language to severance pay that allows the potential for a HSA option and requires the severance payment follow the same process as employees in the Wadsworth Education Association

Salary Exempt Employee Benefit Provision Manual:

- One (1) year, August 1, 2020 through July 31, 2021

- Addition of one (1) paid holiday for salary exempt employees who work two hundred sixty (260) days (both Christmas Eve and New Year’s Eve instead of a floating holiday they choose from)

- Addition of language specifying that eight (8) weeks of leave are permitted from the date of delivery for a caesarean section (aligns the Manual language with past/current practice)

Hourly Exempt Employee Benefit Provision Manual:

- One (1) year, August 1, 2020 through July 31, 2021

- Addition of one (1) paid holiday for hourly exempt employees who work two hundred sixty (260) days (both Christmas Eve and New Year’s Eve instead of a floating holiday they choose from)

- Addition of language specifying that eight (8) weeks of leave are permitted from the date of delivery for a caesarean section (aligns the Manual language with past/current practice)



ADMINISTRATOR BENEFIT PROVISIONS

AUGUST 1, 2020 ~~201~~7-JULY 31, 2021 ~~2020~~

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DECLARATION

The following benefit provisions apply to all those persons employed by the Board of Education under the proper administrative certification and officially classified as an "Administrator." The following positions are classified as Administrators for the purpose of this Administrator Benefit Provision and will be referred to as "Administrators" from this point on:

Career Technical Compact Director

ADMINISTRATOR BENEFIT PROVISIONS

SALARY RANGES AND WORK DAYS PER YEAR

Position	~~2017-2018~~		~~2018-2019~~		2020-2021 ~~2019-2020~~		Days
	~~Low~~	~~High~~	~~Low~~	~~High~~	Low	High	
Compact Director	~~$99,758~~	~~$114,758~~	~~$102,751~~	~~$118,201~~	$105,320	$121,156	260

ADMINISTRATOR BENEFIT PROVISIONS

ADMINISTRATORS SCHEDULES

The work year and minimum office hours for Administrators are as follows:

Position	Vacation Days*	Hours During School Year	Summer Hours
Career Technical Compact Director	24	7:30 a.m.-4:00 p.m.	7:30 a.m.-4:00 p.m.

*Eighty (80) hours of unused vacation can be carried over to the next school year. New balances for vacation begin August 1 of each year.

ADMINISTRATOR BENEFIT PROVISIONS

ANNUITIES

Administrators can request to participate in the annuities program provided such program is with any insurer licensed to do business in the State of Ohio. The cost of annuities will be reduced from the annual salary and the difference will be reported on earnings for tax purposes.

DISCIPLINARY PROCEEDINGS

Appropriate discipline may include oral or written reprimand, suspension with or without pay, reduction, demotion and/or termination.

CELL PHONES

Cell phone reimbursements are given to Administrators based upon the following:

$15/month for cell phone minute package; $35/month for data package; $600 total annually. An additional $100 will be paid for device reimbursement in every odd number year.

COMPENSATION SYSTEM (YEARLY)

CONCEPT

Each administrator and exempt employee has a base salary or hourly rate, the starting point of which is determined at his/her date of hire (see description below). Each year the Board of Education will determine a dollar amount available for raises to administrators and exempt employees. If the Board of Education determines money is available, the Superintendent will be responsible for determining how the money will be distributed to the employees. The Superintendent will determine a base percentage increase that will be given to all employees. In addition to the uniform base percentage increase, an additional uniform percentage will be available for employees who have met their performance goals and have the highest rating possible on their summative evaluation for the year (see description below). Within the parameters written above, the total compensation increase an employee receives in a given year cannot exceed the top of the salary range for his/her position in the year in question.

HIRING SALARIES/HOURLY RATE

The determination of the appropriate starting salary or hourly rate for new hires will be made by the Superintendents' of the districts comprising the Four Cities Compact. Starting salaries or hourly rates should be at, or toward, the minimum of the assigned salary or hourly rate range. A starting salary or hourly rate which is higher than the minimum assigned salary or hourly rate range may be granted for such reasons as education and/or work experience directly applicable to the job which exceeds the minimum qualification requirements, a competitive market situation, a special or

specific talent, etc. Salary or hourly rate levels of current District employees should also be considered in determining new hire salaries or hourly rates.

ATTAINMENT OF PERFORMANCE GOALS

At the beginning of each school year, the employee will set a minimum of two (2) performance goals collaboratively with his/her direct supervisor. In years where the Four Cities Compact has allocated money for raises, employees who meet their performance goals and who have the highest rating possible on their summative evaluation for the year will receive the additional uniform percentage available.

Whether an employee has met his/her performance goals is determined by the direct supervisor, in consultation with the Superintendents, and involves a portfolio based system that provides supporting evidence of results/outcomes.

SALARY/HOURLY RATE STRUCTURE ANALYSIS

In response to market trends, the salary/hourly rate structures should be reviewed and updated, as appropriate. A market analysis should be completed using comparable school districts in our area.

RATIONALE

This system allows for performance-based financial incentives while creating an atmosphere where everyone can "win" if they have met their performance goals and have achieved at the highest level on their summative yearly evaluation. Performance goals and the evaluation instrument are known to the employee from the beginning, thus eliminating to a great degree the idea of a supervisor being "arbitrary" with decisions that are made. All of this is done within the dollar amount allocated by the Superintendents' of the Four Cities Compact, in consultation with their Boards of Education.

EVALUATION OF ADMINISTRATORS

The Superintendent will institute and maintain a comprehensive program for the evaluation of administrative personnel. Administrative personnel include directors, principals, assistant principals, and any other administrative or supervisory personnel not included in an employee negotiating unit.

The purpose of an Administrator Evaluation will be to assess the performance of Administrators and to provide information upon which to base employment and personnel decisions. Evaluation should also assist Administrators to develop their professional abilities in order to better accomplish the effective management of the school system.

ADMINISTRATOR BENEFIT PROVISIONS

The evaluation criteria for each position will be in written form and will be made available to the Administrator (See Appendix A for administrators not following the OPES evaluation system). Evaluations will be made by the person to whom the Administrator is immediately responsible. The results of the evaluation will be put in writing and discussed with the Administrators by the person who makes the evaluation. An administrator whose contract is due to expire at the conclusion of the current school year shall have at least one (1) preliminary evaluation and one (1) final evaluation during such year. A written copy of the preliminary evaluation report shall be provided to the administrator at least sixty (60) days prior to any Board action on the renewal or non-renewal of the contract. A written copy of the final evaluation report shall be provided to the administrator at least five (5) days prior to any Board action on the renewal or non-renewal of the contract.

The Administrator being evaluated will have the right to attach a memorandum to the written evaluation. The results of the evaluation will be kept in personnel records maintained in the central office. Information gathered and written evaluative documents used in retention, promotion or termination of an Administrator will be accessible to the person concerned or his/her representative.

In order that there will be no conflict of interest in the supervision and evaluation of employees, at no time may any Administrator be solely responsible for the supervision and/or evaluation of an employee if the Administrator is directly related to that employee.

HOLIDAY PAY

Administrators that work 260 days are entitled to 11 ~~10~~ paid holidays as follows:

1. New Year's ~~Eve~~ Day
2. Martin Luther King Day
3. Memorial Day
4. Fourth of July
5. Labor Day
6. Thanksgiving Day
7. Friday after Thanksgiving Day
8. Christmas Day
9. Good Friday (will be a paid holiday in years when school is not in session on that day)
10. ~~Floating Holiday (one day to be used on either Christmas Eve, New Year's Eve Day, Presidents' Day or July 3)~~
11. Christmas Eve
12. New Year's Eve

FBI CHECK

The Board shall pay for the cost of any FBI check necessitated by licensure renewal provided the Administrator completes the background check through central office.

ADMINISTRATOR BENEFIT PROVISIONS

INSURANCE

GENERAL PROVISIONS

A. Right to Insurance Benefits
In addition to the salary and other payments, the compensation of Administrators shall include the insurance benefits provided herein. Administrators who are scheduled to work less than seventy-five percent (75%) of full-time shall not be eligible for insurance benefits.

B. Copy of Certificate of Insurance
Administrators will receive a certificate of insurance which shall provide the specific benefits provided.

C. Distribution of Explanation of Coverage(s)

1. As amendments and/or changes in insurance coverages or carriers are made, Administrators will receive a written description, prepared by the carrier, of such amendments and/or changes. This written description shall be provided within sixty (60) days of the amendment and/or changes.

2. An Administrator hired during the term of this agreement shall, at the time of the signing of his/her administrative contract, receive a written description of all insurance coverages in effect at that time.

D. Full-Time Administrator Defined
Regular, full-time Administrators include only those who regularly work more than seventy-five percent (75%) of an Administrator's workday and workweek.

E. Distribution of Insurance Cards
Each Administrator shall be issued a current insurance card.

PREFERRED PROVIDER ORGANIZATION (PPO)

A. Right to Coverage

1. Administrators may obtain coverage for himself/herself, and, if applicable, his/her dependent(s) in accordance with established eligibility requirements by applying for coverage and providing all information reasonably requested by the Treasurer to establish eligibility of the Administrator and his/her dependent(s).

2. The coverage shall meet or exceed the specifications listed below.

3. When the Board solicits bids for its insurance program, Administrators shall participate in reviewing bid specifications and bids.

ADMINISTRATOR BENEFIT PROVISIONS

B. Method of Payment/Insurance Premium Share

Administrators and the Board of Education shall pay a portion of the monthly premium. ~~For the 2017-2018 and 2018-2019 school years, the Administrator will pay 10.6% and the Board will pay 89.4% of the plan costs. Beginning with the 2019-2020 school year (July 1, 2019), t~~The Administrator will pay 11.0% and the Board will pay 89.0% of the plan costs.

ADMINISTRATOR BENEFIT PROVISIONS

C. Summary of Benefits

Wadsworth City Schools – Base Plan
Blue Access® (PPO)
Effective 07/01/2018

Covered Benefits	Network	Non-Network
Deductible (Single/Family)	$250/$500	$1,000/$1,600
Out-of-Pocket Limit (Single/Family)	$1,250/$2,500	$3,400/$6,800
Physician Home and Office Services (PCP/SCP) **Primary Care Physician (PCP)/** **Specialty Care Physician (SCP)** Including Office Surgeries and allergy serum:	$20/$20	30%
○ allergy injections (PCP and SCP)	20%	30%
○ allergy testing	20%	30%
○ MRAs, MRIs, PETS, C-Scans, Nuclear Cardiology Imaging Studies, non-maternity related Ultrasounds and pharmaceutical products	20%	30%
Preventive Care Services ○ Services included but not limited to: Routine medical exams, Mammograms, Pelvic Exams, Pap testing, PSA tests, Immunizations, Annual diabetic eye exam, Hearing screenings and Vision screenings which are limited to Screening tests (i.e. Snellen eye chart) and Ocular Photo screening.	No cost share	30%
Emergency and Urgent Care **Emergency Room Services** ○ **facility/other covered services** (copayment waived if admitted)	$100	$100
Urgent Care Center Services	$25	30%
○ MRAs, MRIs, PETS, C-Scans, Nuclear Cardiology Imaging Studies, Non-maternity related Ultrasounds and pharmaceutical products	20%	30%
○ Allergy injections	20%	30%
○ Allergy testing	20%	30%
Inpatient and Outpatient Professional Services Include but are not limited to: ○ Medical Care visits (1 per day), Intensive Medical Care, Concurrent Care, Consultations, Surgery and administration of general anesthesia and Newborn exams	20%	30%

ADMINISTRATOR BENEFIT PROVISIONS

Covered Benefits	Network	Non-Network
Inpatient Facility Services (Network/Non-Network combined) Unlimited days except for: • 60 days for physical medicine/rehab (limit includes Day Rehabilitation Therapy Services on an outpatient basis) • 180 days for skilled nursing facility	20%	30%
Outpatient Surgery Hospital/Alternative Care Facility • Surgery and administration of general anesthesia	20%	30%
Other Outpatient Services including but not limited to: • Non Surgical Outpatient Services for example: MRIs, C-Scans, Chemotherapy, Ultrasounds, and other diagnostic outpatient services. • Home Care Services 30 visits (excludes IV Therapy) (Network/Non-Network combined) • Durable Medical Equipment, Orthotics and Prosthetics • Physical Medicine Therapy Day Rehabilitation programs • Hospice Care • Ambulance Services	20% 20% 20%	30% 20% 20%
Outpatient Therapy Services (Combined Network & Non-Network limits) • Physician Home and Office Visits (PCP/SCP) • Other Outpatient Services @ Hospital/Alternative Care Facility Limits apply to: • Cardiac Rehabilitation Unlimited • Pulmonary Rehabilitation Unlimited • Physical Therapy: 60 visits • Occupational Therapy: 60 visits • Manipulation Therapy: 12 visits • Speech therapy: 20 visits • Teledoc (Live Health Online)	 $20/$20 20%	 30% 30%
Accidental Dental: Unlimited per accident (Network and Non-network combined)	Copayments/Coinsurance based on setting where covered services are received	30%
Behavioral Health: **Mental Illness and Substance Abuse[2]** • Inpatient Facility Services • Physician Home and Office Visits (PCP/SCP) • Other Outpatient Services. Outpatient Facility @ Hospital/Alternative Care Facility, Outpatient Professional	 20% $20 20%	 30% 30% 30%
Human Organ and Tissue Transplants[3] • Acquisition and transplant procedures, harvest and storage.	20%	30%

ADMINISTRATOR BENEFIT PROVISIONS

Covered Benefits	Network	Non-Network
Prescription Drugs **Network Tier structure equals 1/2/3**		
• **Network Retail Pharmacies:** (30-day supply)	$10 generic/$20 preferred brand/$30 Non-preferred generic & brand	50%, min $30[5]
• **Home Delivery Service:** (90-day supply)	$25 generic/$50 preferred brand/$70 Non-preferred generic & brand	Not covered
Member may be responsible for additional cost when not selecting the available generic drug.	Rx OOP Max: $6,525 Single/$13,050 Family	Rx OOP Max: $13,050 Single/$26,100 Family
Medicare Rx - Wrap		

Notes:

- All medical deductibles, copayments and coinsurance apply toward the out-of-pocket maximum (excluding Non-Network Human Organ and Tissue Transplant (HOTT) Services). Prescription drug cost shares have a separate out-of-pocket maximum.
- Deductible(s) apply to covered medical services listed with a percentage (%) coinsurance, including 0%. However, the deductible does not apply to Emergency Room Services where a copayment & (%) coinsurance applies and may not apply to some Behavioral Health services where coinsurance applies
- Network and Non-network deductibles, copayments, coinsurance and out-of-pocket maximums are separate and do not accumulate toward each other.
- Dependent Age: to end of the month which the child attains age 26
- Specialist copayment is applicable to all Specialists excluding General Physicians, Internist, Pediatricians, OB/GYNs and Geriatrics or any other Network Provider as allowed by the plan.
- When allergy injections are rendered with a Physicians Home and Office Visit, only the Office Visit cost share applies. When the Office Visit cost share is a % coinsurance, deductible and coinsurance apply to allergy injections
- No cost share (NCS) means no deductible/copayment/coinsurance up to the maximum allowable amount. 0% means no coinsurance up to the maximum allowable amount. However, when choosing a Non-network provider, the member is responsible for any balance due after the plan payment.
- PCP is a Network Provider who is a practitioner that specializes in family practice, general practice, internal medicine, pediatrics, obstetrics/gynecology, geriatrics or any other Network provider as allowed by the plan.
- SCP is a Network Provider, other than a Primary Care Physician, who provides services within a designated specialty area of practice.
- Certain diabetic and asthmatic supplies, except diabetic test strips, have no deductible/copayment/coinsurance up to the maximum allowable amount at network pharmacies.
- Benefit period = calendar year
- Mammograms (Diagnostic) are no copayment/coinsurance in Network office and outpatient facility settings.
- Behavioral Health Services: Mental Health and Substance Abuse benefits provided in accordance with Federal Mental Health Parity.
- Preventive Care Services that meet the requirements of federal and state law, including certain screenings, immunizations and physician visits are covered.
- Private Duty Nursing – limited to 82 visits/Calendar Year
- Vision limited services – additional vision services are covered when specifically coded as determination of refraction, routine ophthalmological examination including refraction for new and established patients, and a visual functional screening for visual acuity. No additional ophthalmological services are covered as part of the medical coverage.
- Plan to exclude coverage for elective abortions.

[2] We encourage you to review the Schedule of Benefits for limitations.
[3] Kidney and Cornea are treated the same as any other illness and subject to the medical benefits.
[5] Rx non-network diabetic/asthmatic supplies not covered except diabetic test strips.

ADMINISTRATOR BENEFIT PROVISIONS

Precertification:
Members are encouraged to always obtain prior approval when using non-network providers. Precertification will help the member know if the services are considered not medically necessary.

Pre-existing Exclusion Period: none

This summary of benefits has been updated to comply with federal and state requirements, including applicable provisions of the recently enacted federal health care reform laws. As we receive additional guidance and clarification on the new health care reform laws from the U.S. Department of Health and Human Services, Department of Labor and Internal Revenue Service, we may be required to make additional changes to this summary of benefits.

This summary of benefits is intended to be a brief outline of coverage. The entire provisions of benefits and exclusions are contained in the Group Contract, Certificate, and Schedule of Benefits. In the event of a conflict between the Group Contract and this description, the terms of the Group Contract will prevail.

By signing this Summary of Benefits, I agree to the benefits for the product selected as of the effective date indicated.

Authorized group signature (if applicable)	Date
Underwriting signature (if applicable)	Date

WELLNESS RIDER

The wellness program will consist of a combination of activities that are designed to increase awareness, assess risk, educate and promote voluntary behavior change to improve the health of an individual. The objective is to encourage modifications of member health status and enhance personal well-being and productivity, with a goal of preventing injury and illness.

The program includes the following provisions:

(1) An annual voluntary onsite biometric screening or physician directed preventive exam will be provided at no cost to the employee. Onsite biometric screenings or physician directed examinations shall be conducted around the summer/fall of each calendar year. The screening shall provide (but not be limited in application to as determined by the District) confidential employee information in four (4) key wellness categories:

- Non-smoker or participation in a smoking cessation program
- Low density Li-protein (LDL)/High-density Li-protein (HDL) and Total Cholesterol
- Body Mass Index (BMI)
- Blood Pressure (BP)

(2) ~~Effective January 1, 2018 all WESPA members and any new members hired subsequent to January 1, 2018 who voluntarily participated in the previous fall onsite biometric screening or physician directed preventive exam earn health credits applicable to the following calendar year. The value of health credits in the following~~

~~calendar year will be issued exclusively based on the employee's participation in either the onsite biometric screening or physician directed preventive exam. Single enrollees shall earn a credit of $100 to be applied to a Health Reimbursement Account (HRA) on a calendar year basis. Family enrollees shall earn a health credit of $200 to be applied to a Health Reimbursement Account (HRA) on a calendar year basis. Employer contributions to the HRA will expire at the end of the calendar year for which they are earned if they are no used.~~

~~(3) Effective January 1, 2019, employees who voluntarily participated in the 2018 onsite biometric screening or physician directed preventive exam will have the opportunity to earn HRA credits. The value of HRA credits in the 2019 calendar year will be based on four key biometric components. Each component shall be equal to a credit value of $25 for single enrollees or $50 for family enrollees. In no event will the total value of credits exceed $100 for a single enrollee or $200 for a family enrollee. HRA credits are non-transferable and are only valid against allowable medical expenses incurred and applicable during the 2019 calendar year.~~

Beginning in 2019 and applicable for each subsequent calendar year, HRA credits shall be issued subject to the terms and conditions outlined herein, credits shall be provided on the following basis:

- Participation in the immediately preceding period's onsite biometrics initiative or physician directed preventive exam.

- Employee certification of being a non-smoker or successful completion of a physician directed smoking cessation program during the year shall be worth $25/single or $50/family.

- Total Cholesterol Score of 240 or less. Or, should the employee's score be in excess of 240, physician certification of the employee's participation in a management program to reduce their cholesterol risk or certification of the employee's inability to reduce this risk due to a related medical condition. Or, should the employee's total cholesterol be in excess of 240, a 5% improvement over the prior year's total cholesterol provided that the employee participated in the prior year's onsite or physician directed examination process. Completion of any of the above three conditions shall be worth $25/single or $50/family.

- Body Mass Index (BMI) of 30 or less. Or, should the employee's BMI be in excess of 30, physician certification of the employee's participation in a management program to reduce their BMI or certification of the employee's inability to reduce this risk due to a related medical condition. Or, should the employee's BMI be in excess of 30, a 5% improvement over the prior year's BMI provided that the employee participated in the prior year's onsite or physician

directed examination process. Completion of any of the above three conditions shall be worth $25/single or $50/family.

- Blood Pressure of 140/90 or less. Or, should the employee's blood pressure be in excess of 140/90, physician certification of the employee's participation in a management program to reduce their blood pressure or certification of the employee's inability to reduce this risk due to a related medical condition. Or, should the employee's blood pressure be in excess of 140/90, a 5% improvement over both the prior year's Systolic and Diastolic blood pressure number provided that the employee participated in the prior year's onsite or physician directed examination process. Completion of any of the above three conditions shall be worth $25/single or $50/family.

(4) For each year after 2018, employees who voluntarily participated in the immediately preceding prior onsite biometric screening or physician directed preventive exam will have the opportunity to earn health credits for the following calendar year.

TERM LIFE INSURANCE

A. Right to Coverage

The Board shall purchase from a carrier licensed by the State of Ohio, group term life insurance in the amount of Fifty Thousand Dollars ($50,000) for each regular, full-time Administrator now or hereinafter employed.

B. Method of Payment

The full cost of this program and any increase thereof shall be paid by the Board.

C. Right to Purchase Additional Coverage

The Board shall allow an Administrator to purchase additional amounts of coverage through payroll deduction, provided the number electing to take advantage of this opportunity is adequate to meet the requirements of the insuring company. The Board may insist that the amount of such additional coverage shall be Fifty Thousand Dollars ($50,000) or One Hundred Thousand Dollars ($100,000), at the option of the Administrator. The right to purchase such additional coverage is subject to availability and to all requirements imposed by the insurance carrier.

ACCIDENTAL DEATH AND DISMEMBERMENT

ADMINISTRATOR BENEFIT PROVISIONS

A. Right to Coverage

Full-time Administrators can purchase Voluntary Accidental Death and Dismemberment (AD&D) insurance coverage. You may elect either $50,000 or $100,000 of Voluntary AD&D coverage for yourself. This coverage will end when employment terminates.

B. Method of Payment

The Board will deduct all or part of the premium through payroll deductions.

PROFESSIONAL LIABILITY INSURANCE

Professional liability insurance shall be provided by the District.

DENTAL INSURANCE

A. Right to Coverage

The Board shall self-fund and/or purchase from a carrier licensed in the State of Ohio, dental insurance coverage which meets the specifications set forth in this section for each full-time Administrator, now or hereinafter employed, and his/her family. The Board shall maintain the current Usual and Customary Rate (UCR) percentile for services out of the PPO network.

B. Method of Payment of Coverage

The full cost of such insurance shall be paid by the Board.

C. Right to Change Coverage Status

Administrators may change the coverage status (Single or Family) effective the first (1st) of any month or during the open enrollment period during the month of June, subject to the rules and regulations of the carrier.

D. Specifications of Coverage

Delta Dental PPO (Point-of-Service) Summary of Dental Plan Benefit For Group#1151-5000, 5091 Wadsworth City Schools

This Summary of Dental Plan Benefits should be read along with your Certificate. Your Certificate provides additional information about your Delta Dental plan, including information about plan exclusions and limitations. If a statement in this Summary conflicts with a statement in the Certificate, the statement in this Summary applies to you and you should ignore the conflicting statement in the Certificate. The percentages below are applied to Delta Dental's allowance for each service and it may vary due to the dentist's network participation.*

ADMINISTRATOR BENEFIT PROVISIONS

Control Plan – Delta Dental of Ohio
Benefit Year – January 1 through December 31
Covered Services –

	PPO Dentist	Premier Dentist	Non-participating Dentist
	Plan Pays	**Plan Pays**	**Plan Pays***
Diagnostic & Preventive			
Diagnostic and Preventive Services – exams, cleanings, fluoride, and space maintainers	**100%**	**100%**	**100%**
Sealants – to prevent decay of permanent teeth	**100%**	**100%**	**100%**
Brush Biopsy – to detect oral cancer	**100%**	**100%**	**100%**
Radiographs – X-rays	**100%**	**100%**	**100%**
Basic Services			
Emergency Palliative Treatment – to temporarily relieve pain	**80%**	**80%**	**80%**
Minor Restorative Services – fillings and crown repair	**80%**	**80%**	**80%**
Endodontic Services – root canals	**80%**	**80%**	**80%**
Periodontic Services – to treat gum disease	**80%**	**80%**	**80%**
Oral Surgery Services – extractions and dental surgery	**80%**	**80%**	**80%**
Other Basic Services – misc. services	**80%**	**80%**	**80%**
Major Services			
Major Restorative Services – crowns	**70%**	**70%**	**70%**
Relines and Repairs – to bridges, implants, and dentures	**70%**	**70%**	**70%**
Prosthodontic Services – bridges, implants, and dentures	**70%**	**70%**	**70%**
Orthodontic Services			
Orthodontic Services – braces	**60%**	**60%**	**60%**
Orthodontic Age Limit –	**No Age Limit**	**No Age Limit**	**No Age Limit**

* When you receive services from a Nonparticipating Dentist, the percentages in this column indicate the portion of Delta Dental's Nonparticipating Dentist Fee that will be paid for those services. The Nonparticipating Dentist Fee may be less than what your dentist charges and you are responsible for that difference.

- Oral exams (including evaluations by a specialist) are payable twice per calendar year.
- Prophylaxes (cleanings) are payable twice per calendar year. Periodontal maintenance procedures are not a Covered Service for people under age 16.
- People with specific at-risk health conditions may be eligible for additional prophylaxes (cleanings) or fluoride treatment. The patient should talk with his or her dentist about treatment.
- Fluoride treatments are payable twice per calendar year for people up to age 19.
- Space maintainers are payable once per area per lifetime for people up to age 16.
- Bitewing X-rays are payable twice per calendar year for people under age 19 and once per calendar year for people age 19 and older. Full mouth X-rays (which include bitewing X-rays) are payable once in any five-year period. Vertical bitewing X-rays are payable once in any three-year period.
- Four periapical and two occlusal X-rays are payable per calendar year.
- Sealants are payable twice per tooth per lifetime for the occlusal surface of first and second permanent molars up to age 16. The surface must be free from decay and restorations.
- Crowns, inlays and onlays are Covered Services for people age 16 and older once in any five-year period. Recementation of crowns, inlays and onlays are payable once per lifetime for people age 16 and older. Prefabricated crowns are Covered Services on primary teeth.
- Composite resin (white) restorations are Covered Services on posterior teeth.

ADMINISTRATOR BENEFIT PROVISIONS

- Porcelain and resin facings on crowns are optional treatment on posterior teeth.
- Root canal treatment is payable once per tooth per lifetime. Retreatment of a previous root canal is payable once per tooth per lifetime.
- Certain oral surgery procedures including vestibuloplasty, frenulectomy, frenuloplasty, oroantral fistula closure, primary closure of sinus perforation and biopsy of hard tissue are Covered Services.
- Full and partial dentures are payable once in any five-year period. Tissue conditioning is payable twice in any 12- month period. Chairside reline and rebase of dentures are payable once in any calendar year. Lab reline and rebase of dentures are payable once in a three-year period. Adjustments of dentures are payable once in any calendar year.
- Recement of bridges is payable once per lifetime. Repair of bridges is payable once in any five-year period.
- Implants and implant related services are payable once per tooth in any five-year period.
- Emergency palliative treatment is a Covered Service twice in any calendar year. Consultations (by other than the treating dentist) are Covered Services once in any calendar year. Occlusal guards and occlusal adjustments are not Covered Services.

Having Delta Dental coverage makes it easy for you to get dental care almost everywhere in the world! You can now receive expert dental care when you are outside of the United States through our Passport Dental program. This program gives you access to a worldwide network of dentists and dental clinics. English-speaking operators are available around the clock to answer questions and help you schedule care. For more information, check our Web site or contact your benefits representative to get a copy of our Passport Dental information sheet.

Maximum Payment – $3,000 per person total per Benefit Year on all services except orthodontics. $1,500 per person total per lifetime on orthodontic services.

Deductible – $25 Deductible per person total per Benefit Year limited to a maximum Deductible of $50 per family per Benefit Year. The Deductible does not apply to oral exams, preventive services, consultations, office visit for observation, X-rays, brush biopsy, sealants, and orthodontic services.

Any expenses incurred by an eligible person for covered services during the last three months of a benefit year and applied to the Deductible for that benefit year will also be applied to the Deductible for the following Benefit Year.
The Deductible met under the previous carrier for the period January 1, 2014 through June 30, 2014 will be applied to the 2014 calendar year Deductible with Delta Dental. It is the Subscriber's responsibility to provide Delta Dental with adequate documentation of the Deductible met under the previous carrier.

Waiting Period – Employees who are eligible for dental benefits are covered as identified in your contract with the school district.

Eligible People – All eligible contracted employees of the school district who elect the dental plan. The Contractor and Subscriber share the cost of this plan.

Also eligible at your option are your legal spouse and your dependent unmarried children to the end of the month in which they turn 26 if eligible to be claimed by you as a dependent under the U.S. Internal Revenue code during the current calendar year. You and your eligible dependents must enroll for a minimum of 12 months. If coverage is terminated after 12 months, you may not re-enroll prior to the open enrollment that occurs at least 12 months from the date of termination. Your dependents may only enroll if you are enrolled (except under COBRA) and must be enrolled in the same plan as you. Plan changes are only allowed during open enrollment periods, except that an election may be revoked or changed at any time if the change is the result of a qualifying event as defined under Internal Revenue Code Section 125.

ADMINISTRATOR BENEFIT PROVISIONS

If you and your spouse are both eligible under this Contract, you may be enrolled as both a Subscriber on your own application and as a dependent on your spouse's application. Your dependent children may be enrolled on both applications as well. Delta Dental will coordinate benefits.

Benefits will cease on the last day of the month in which the employee is terminated.

PHYSICAL EXAMINATION

The Board will pay balance not covered by an Administrator's Medical Health Insurance of an Administrator's physical examination if requested by the Board.

LEAVE PROVISIONS

SICK LEAVE

A. Accumulation

An Administrator shall be allowed to accumulate Sick Leave credit to the maximum of three hundred four (304) days. Any member who retires under STRS/SERS and returns to employment in the District shall accumulate sick leave as prescribed in this section of the Agreement, with the understanding there will be no carryover of sick leave from service that predates their STRS/SERS retirement. Administrators shall be eligible for all Leave Provisions listed in this section.

B. Annual Allowance

Administrators shall be granted sick leave on the following basis: one and one quarter (1 1/4) days for each completed month of service or fifteen (15) days for each completed year of service.

C. Notification of Accumulated Days

Administrators shall receive accurate notification of his/her accumulated Sick Leave with each pay.

D. Advance

An Administrator whose Sick Leave has been exhausted shall be credited with five (5) days of Sick Leave. These five (5) days or any portion thereof may be used at any time in case the Administrator is unable to work because of any of the prescribed reasons for the use of Sick Leave and the Administrator has not accumulated a sufficient amount of Sick Leave.

ADMINISTRATOR BENEFIT PROVISIONS

E. Use of Sick Leave

1. Sick Leave with pay may be used for the following reasons:

   a. For absence of the Administrator due to personal illness, pregnancy, injury, exposure to contagious disease which could be communicated to others.

   b. For absence of the Administrator due to illness, injury, or death in the immediate family of said Administrator.

   c. An Administrator may use accrued Sick Leave for pregnancy, as provided in the Ohio Revised Code. Absent medical verification of a need for a longer leave, the use of sick leave for pregnancy and/or childbirth will not exceed six (6) weeks from the date of delivery or eight (8) weeks from the date of delivery for a caesarean section, when documentation of the caesarean section has been provided.

   .

   d. For care of a spouse with a newborn baby up to a maximum of five (5) days. If an Administrator requires more than five (5) days, he/she will provide written documentation to the Superintendent upon return to work.

   e. A maximum of two (2) days related to the birth of a child of an immediate family member.

   f. For death of an aunt or uncle up to a maximum of two (2) days. If an Administrator requires more than two (2) days, he/she may use personal leave.

2. Sick Leave with pay may not be used for:

   a. Child care;

   b. Grandchild care.

3. Administrators will not be charged sick leave on non-work days.

4. Administrators utilizing sick leave shall not be required to give the reason, except that they are in compliance with the proper use of sick leave listed in this section. Notwithstanding this provision, an Administrator may be required to provide reasons if there is an investigatory meeting because of suspected misuse, abuse, or unauthorized use of sick leave.

5. Any misuse, abuse, or unauthorized use of sick leave will result in disciplinary action up to and including termination.

ADMINISTRATOR BENEFIT PROVISIONS

F. Immediate Family Defined

The "immediate family" shall be defined as follows:

1. Spouse of the Administrator;
2. Children and grandchildren of the Administrator or his/her spouse;
3. Parents and stepparents of the Administrator or his/her spouse;
4. Brother(s) and sister(s) of the Administrator or his/her spouse;
5. Grandparents of the Administrator or his/her spouse;
6. Son-in-law and daughter-in-law of the Administrator or his/her spouse; and
7. In the event of death, "immediate family" also includes aunts and uncles.
8. Any person in loco of the above (e.g. anyone residing in the same home with the Administrator or any relative who clearly stands in the same relationship with the Administrator as any of those so specified). An Administrator must provide a written description of the facts on the District absence report form supporting the in loco situation.

EXTENDED ILLNESS LEAVE

An Administrator unable to perform satisfactorily because of personal illness or an illness in the immediate family may be granted a leave of absence without pay for the remainder of the school year.

Application for such leave must be accompanied by a statement from the attending physician setting forth the nature of the illness or disability. In the instance of personal illness, the physician's statement must include a definite recommendation that the Administrator be relieved of duties. In the event of a leave as a result of illness of a member of the immediate family, the physician's statement must indicate the need for the Administrator's absence.

Application for reinstatement from such leave must be made in writing and, in the event of a requested return from a Personal Illness Leave, must be accompanied by a health care provider's certification for return to work.

PERSONAL LEAVE

ADMINISTRATOR BENEFIT PROVISIONS

A. Right to Leave

1. Administrators shall be eligible for three (3) unrestricted days per school year.

2. Administrators will not be charged personal leave on non-work days.

B. Notice of Intent to Use Leave

Notice of intent to use Personal Leave shall be provided by the Administrators completing and delivering to the Superintendent or designee, the prescribed form at least three (3) days in advance of the anticipated absence. If circumstances make advance notice impossible, the Administrator shall notify the Superintendent or designee of his/her intent to use Personal Leave as soon as practicable.

C. Purpose of Leave

It is the intent of this Section to provide Administrators with a means of dealing with personal matters that cannot be handled except during school hours.

D. Personal Leave must be taken in minimum increments of one-quarter (1/4) hour.

E. On occasion, special circumstances not covered by the provision above may arise and Administrators may wish to request personal leave. Such requests shall be made to the Superintendent in writing, who may grant the personal leave on a paid or unpaid basis or may deny the request.

F. An Administrator who abuses personal leave will be subject to discipline, up to and including termination.

G. An Administrator will be reimbursed one-hundred fifty dollars ($150.00) for each unused personal leave day(s) by June 30 of each year. If the Administrator desires to have unused personal leave converted to sick leave in lieu of receiving one-hundred fifty dollars ($150.00) for each unused personal leave day, he/she must submit a letter to the Treasurer's office by June 15.

PAID ADOPTION LEAVE

A. Adoptions in the United States

An Administrator is eligible, upon adoption of a child in the United States, to use accumulated sick leave for up to a total of twenty (20) days, which may be taken after the Board receives documentation of the adoption. Such leave must be taken within a 12-month period, during which period custody is received. If both adoptive parents are Board employees, either or

both may use sick leave under this provision with the understanding that the combined sick leave taken by both will not exceed twenty (20) days.

B. Adoptions Outside the United States

If a child outside of the United States is adopted, an Administrator will be able to use accumulated sick leave for up to a total of twenty (20) days, which may be taken after the Board receives documentation of the adoption. Such leave must be taken within a 12-month period, during which period custody is received. Further, accumulated sick leave may be used for up to a total of ten (10) days for the adoption process, prior to receiving custody of the child. The scheduling of leave for the adoption process will be arranged between the Administrator and the Superintendent. If both adoptive parents are Board employees, either or both may use sick leave under this provision with the understanding that the combined sick leave taken by both will not exceed thirty (30) days.

ADMINISTRATOR BENEFIT PROVISIONS

C. Administrators will not be charged adoption leave on non-work days.

JURY DUTY

A. An Administrator shall be granted time off for jury duty actually served during the workday and shall suffer no loss of pay or benefits. The Administrator may keep any payment received for jury duty. Documentation received from the court confirming jury duty actually served must be submitted with the absence form.

B. Time spent on jury leave will not be charged against any other leave provision.

LEAVE PURSUANT TO SUMMONS OR SUBPOENA

A. Right to Leave for a Summons or Subpoena

Any Administrator who is summoned or subpoenaed for a job-related issue shall be granted leave with no loss of pay or other benefits for days missed by reasons of the summons or subpoena. In the event a subpoena will be issued on behalf of the Board, the Administrator obtaining the subpoena must give at least five (5) calendar days notice prior to the hearing. A summons or subpoena issued because of a student's custody issue is considered to be job related. An Administrator receiving a subpoena to appear as a witness for a non-job related issue shall be eligible for leave under this section. A copy of the subpoena, once served, will be included with the leave form.

B. Right to Leave for a Non-Job Related Issue

Personal leave must be utilized for a summons issued because of a non-job related issue. If the Administrator has exhausted his/her personal leave, and is summoned for something that is not job-related, leave pursuant to summons or subpoena may be used in order to comply with the summons.

C. Leave Not Covered

An Administrator is not eligible for leave under this Section if the Administrator is a party to the legal proceeding.

ASSAULT LEAVE

ADMINISTRATOR BENEFIT PROVISIONS

A. Right to Leave

An Administrator who is absent due to physical disability directly resulting from an assault, which occurs in the course of Board employment, while on duty either during school hours or where required to be in attendance at a school-sponsored function, shall be eligible to receive Assault Leave.

B. Notice of Intent to Use Leave

1. Such leave shall be granted, for a period not to exceed one hundred eighty (180) workdays, upon the Administrator delivering to the Business Office a signed Employee Report of Injury Form.

2. Such statement will indicate the nature of the injury, the date of its occurrence, the identity of the individual(s) causing the assault (if known), the facts surrounding the assault and willingness of the Administrator to cooperate with the Board if the Board chooses to pursue legal action against the assailant(s).

C. Rights While On Leave

1. Except as noted under restrictions below, an Administrator on Assault Leave shall be maintained on full pay status during the period of his/her leave.

2. Leave granted under this Section shall not be charged against Sick Leave earned or earnable under ORC Section 3319.141 or leave granted under other Sections of this Article.

3. An Administrator will not be charged assault leave on non-work days.

D. Length of Leave

Assault Leave may be used for the period of the disability up to a maximum of one hundred eighty (180) workdays.

E. Restrictions

1. If medical attention is required, the Administrator shall supply a certificate from a licensed physician stating the nature of the disability and its duration.

2. The Administrator must file a Workers Compensation claim with the Business Office. The pay of a member on Assault Leave shall be reduced by the amount received by him/her, if any, for Workers' Compensation as a benefit to cover loss of pay resulting from the injury. However, the Administrator's pay shall not be reduced by benefits received from Workers' Compensation to cover occupational diseases, medical expenses, nursing expenses, hospital services, medicines and/or rehabilitation services.

3. If an Administrator is unable to return to work after using fifty (50) days for assault leave, he/she shall provide the Board medical verification of the need for additional assault leave. The Board retains the right, at its own expense, to require the Administrator to obtain the opinion of a second healthcare provider designated by the Board. If the second opinion is in conflict with the Administrator's first medical verification, the Board may request, at the Board's expense, that the Administrator see a mutually agreed upon healthcare provider to give a final and binding opinion regarding the need for continued assault leave.

4. Falsification of either the signed statement or a physician's certificate may be grounds for suspension or termination of employment under ORC Section 3319.16.

F. Verbal Assault Leave

An Administrator not physically assaulted but who is emotionally distraught due to a threat of physical injury that is direct, specific and plausible will receive up to two (2) days off without loss of pay, as long as the member reports the threat to the police.

PROFESSIONAL LEAVE

A. Professional Leave of Absence may be granted annually to Administrators for the purpose of attending workshops or other professional meetings each year.

B. The term "Professional Leave" is not to include days when an Administrator accompanies students to meetings, competitions, or other student activities.

C. The Board shall pay the portion of the pre-approved receipted expenses as stipulated on the Professional Leave Application form for fees, meals, lodging, and transportation, incurred by Administrators who attend workshops, seminars, conferences, or other professional improvement sessions which have the advance approval of the Superintendent or designee for the particular purpose of professional improvement to the school system and/or to the individual participating.

D. Such authorization for attendance will need prior approval by the Superintendent or designee. The Administrator shall receive his/her salary for those days he/she is absent from his/her assignment for such Professional Leave.

UNPAID CHILD CARE LEAVE

Following the conclusion of any pregnancy-related disability; or in the event any Administrator adopts a child and such child is less than one (1) year of age at the time of adoption; or, with respect to a father, following the birth of a child; the Administrator may apply for permission to take Parental Leave. Requests for permission to take Parental Leave must be made to the Superintendent at least twenty (20) days prior to the date on which the parental leave is to begin.

ADMINISTRATOR BENEFIT PROVISIONS

Notification for leave in the case of adoption shall be given as soon as possible prior to receiving custody of the child. Parental Leave shall be granted upon request, provided that the following conditions are met:

A. Unpaid child care leave and the absence (if any) charged to sick leave shall not exceed six (6) months.

B. The Administrator must state specifically in writing at the time Parental Leave is requested, the length of such requested leave and the date on which the Administrator will be available to return to work.

C. Parental Leave will not exempt an Administrator from decisions regarding contract renewals relating to Administrator's appraisal and/or staff reduction under this Agreement. If Parental Leave is granted, and upon return of the Administrator from Parental Leave, he/she will be assigned to his/her prior position, if available, or a position as nearly equal to that which had been previously occupied.

D. Insurance benefits and other fringe benefits under this Agreement shall not apply during the period of a parental leave.

E. In the event an Administrator does not return to work at the time indicated in his/her request for Parental Leave, said Administrator will forego any rights to reinstatement.

OTHER UNPAID LEAVES

The Board may, at its discretion, grant other leaves as are authorized by the Ohio Revised Code.

FAMILY AND MEDICAL LEAVE

Administrators may take up to twelve (12) workweeks of unpaid leave ("FMLA Leave") in any school year (August 1 through July 31) for one (1) or more of the following circumstances:

A. The birth of an Administrator's child and to care for the child up to age one (1);

B. The adoption or foster care of a child, up to twelve (12) months after placement;

C. To care for the spouse, child, or parent of an Administrator when that family member has a serious health condition;

D. The Administrator's inability to perform the functions of the position because of the member's own serious health condition.

ADMINISTRATOR BENEFIT PROVISIONS

To be eligible for FMLA Leave, the Administrator must have worked for Wadsworth City Schools for at least twelve (12) months met the FMLA's 1250-hours-worked requirements before the leave request.

BENEFITS WHILE ON LEAVE

With the exception of FMLA leave, no benefits that result in an expense to the Board will be provided to any Administrator while on a leave of absence without pay. When a group insurance policy permits, an Administrator on an unpaid leave of absence may continue to participate in such insurance benefits by advance payment of the cost of such benefits as determined by the insurance carriers or Plan Administrator but no more than one hundred two percent (102%) of the total cost of the benefit.

MILITARY LEAVE

An Administrator who is a member of a reserve component of the Armed Forces of the United States and/or the State of Ohio shall be granted leave of absence from his/her respective duties without loss of pay for such time as he/she is in the military service or field training or active duty for periods not to exceed one hundred seventy six (176) hours in any one (1) calendar year. Bargaining unit members called to active duty in the uniformed services for longer than a month in a calendar year are entitled to leave and pay as set forth in Ohio Revised Code Section 5923.05. The District and the Administrator shall continue to contribute to the State Teachers Retirement System (STRS) based on the amount of compensation actually paid to the Administrator during the military leave of absence, subject to any subsequent legislative enactment.
An Administrator shall be granted a leave without pay when he/she leaves the employment of the Board and within forty (40) days thereafter enters the Armed Forces of the United States. An Administrator shall be reemployed following such leave if application is made in writing within ninety (90) days of discharge, other than a dishonorable discharge, from active duty. Reemployment shall be under the same type of contract as was formerly held and shall be at the beginning of the next semester, provided application is made not less than thirty (30) days prior to the beginning of the next semester.

Sick leave is not accumulated during the period of military leave.

MILEAGE REIMBURSEMENT

The Board will reimburse Administrators for the use of his/her personal vehicle in connection with travel directly related to school business. Such reimbursement mileage will exclude daily travel to and from home. Required attendance at meetings and functions outside of the school district shall be considered reimbursable mileage. Such reimbursement shall be paid at the prevailing IRS rate upon monthly statements signed by the Superintendent and Treasurer.

PAYROLL PRACTICES

ADMINISTRATOR BENEFIT PROVISIONS

Administrators will receive their salary in twenty-six (26) biweekly substantially equal pays. All administrators will have their paychecks issued via direct deposit and will receive an email notice.

PERSONNEL FILES

Administrators shall have the right, upon request, to examine and obtain a copy of any information in his/her personnel file except for information classified by law as confidential.

PROFESSIONAL ORGANIZATION MEMBERSHIP

The Board will pay for each administrator up to five hundred dollars ($500.00) for ~~one (1)~~ professional organization membership(s) each year.

RETIREMENT BENEFITS

Employer Pick Up Resolution

Wadsworth City Schools Administrative Employees shall be entitled to the "fringe benefit pick up" which means the Wadsworth City Board of Education will pay the 10% retirement contribution to STRS or SERS on behalf of the Administrative Employee, in accordance with Code Section 414(h)(2). The amount of the fringe benefit pick up shall not be considered part of the employee's total annual salary for any purpose.

However, administrative employees with 10 or more years of service in the Wadsworth City School District may elect to receive pick up on the pick up. These picked-up employee contribution are in lieu of payments by the employee and shall be paid by the Board as a fringe benefit in addition to the contract salary otherwise payable to the employee. These contributions shall be treated as additional compensation and included in salary for retirement purposes.

The following employees are the Covered Administrative Employees:

Career Technical Compact Director

SEVERANCE PAY

If the Board determines that a HSA is a legal option for an employee's severance pay, a committee will be formed to determine which company will administer the HSA. Members of the committee will include three (3) members from the Association who are appointed by the Association and three (3) members of the administration who are appointed by the Superintendent. Other employee groups may also be represented on the committee. President/Co-Presidents of any Associations represented on the committee and the Superintendent will be de-facto members of the committee. Once the selection is made and

details of the HSA are finalized, the Association and Board will revise the Negotiated Agreement language in this section to reflect the HSA option.

A. Right to Severance Pay

An Administrator shall receive severance pay upon quitting his/her employment in the District and retiring providing he/she: (1) is approved for retirement benefits by the State Teachers Retirement System (STRS), or (2) is at least fifty (50) years old and has been employed at least ten (10) full years in the District, or (3) has fifteen (15) or more years service credit with the STRS and at least ten (10) full years of service in the District.

B. Calculation of Severance Pay

1. Severance pay shall be based on the rate of pay at the time of the Administrators last day of service.

2. Severance pay will be given for forty percent (40%) of the Administrator's accumulated sick leave at the time of resignation/retirement, up to forty percent (40%) of two hundred (200) days; i.e. a benefit of up to eighty (80) days.

3. If an Administrator does not have sufficient Sick Leave to qualify for maximum severance resigns or retires after fifteen (15) or more years' service in the District, then the severance pay to which he/she is entitled shall be supplemented by One Hundred Dollars ($100.00) for each year of service in the District, provided that the total severance pay shall not exceed the eighty (80) day cap.

C, Method of Payment

1. The severance payment will be made in one (1) lump sum within ninety (90) calendar days of the last day under contract with the District provided the Administrator submits their 403(b) provider and account number to the Treasurer's Office. In the event the Administrator has not submitted his/her information to the Treasurer's Office within ninety (90) days, the severance payment will be made to the Administrator within twenty (20) days of receiving the information.

2. Notwithstanding anything in this Manual or Board policy to the contrary, in accordance with the terms of the "Severance Pay Deferral Program" described in section 3.4 (a) of the District's Section 403 (b) Plan (the "Section 403(b) Plan"), certain retiring Administrators shall have their severance pay mandatorily paid into an annuity contract or custodial account that is designed to meet the tax-qualification requirements of IRC Section 403(b) (a "Designated Plan Contract"). Payment of such amounts under this section 3.4(a) of the Section 403(b) Plan shall be in lieu of payment of such

amounts directly to the retiring Administrator; and no retiring Administrator shall have the option of receiving payment of such amounts directly in cash.

3. Any Administrator entitled to severance pay who is not an eligible participant (an eligible participant is defined as an Administrator who retires in or after the calendar year that includes the Administrator's 55th birthday) in the Severance Pay Deferral Program will continue to be eligible for any and all severance payments in accordance with this Manual. The Administrator may elect to defer such pay to a plan contract, as permitted by any related provision of the Section 403 (b) Plan.

4. All contributions to the Section 403(b) Plan, all deferrals to a Plan Contract, and all payments to Administrators, shall be subject to reduction for any tax withholding or other withholding that the Treasurer determines is required by law. The Board does not guarantee any tax results associated with the Section 403(b) Plan, deferrals, or payments made to an Administrator.

5. The provisions of Section 3.4(a) of the Section 403(b) Plan are hereinafter referred to as the Severance Pay Deferral Program. The terms of the Severance Pay Deferral Program shall include the following:

a. Participation in the Severance Pay Deferral Program shall be mandatory for all "Covered Employees." A Covered Employee shall be any Administrator who retires in or after the calendar year that includes the Employee's 55th birthday and thereby becomes entitled to "Severance Pay."

b. For purposes of the Severance Pay Deferral Program, the term "Severance Pay" shall mean a payment that is attributable to the Covered Employee's accrued but unused sick days. In addition, the Severance Pay must be payable no later than the last day of the fifth calendar year following the calendar year of the Covered Employee's termination of employment on account of retirement.

c. The Employer Contribution made on the behalf of the Covered Employee under the Severance Pay Deferral Program in each calendar year shall be in an amount equal to the lesser of:

(1) The total amount of the Covered Employee's Severance

Pay.

(2) The maximum contribution amount allowable under the terms of this Plan.

d. The required Employer Contribution under the Severance Pay Deferral Program shall be made within the timeframes described in under the Administrator Benefit Provision Manual.

e. To the extent that the Employer Contribution under the Severance Pay Deferral Program exceeds the maximum amount allowable under this Plan in the calendar year of payment, the excess amount shall be payable to the 403(b) Plan in January in subsequent calendar years, up to the maximum amount allowable under this Plan, for up to a maximum of five (5) calendar years after the calendar year of the Covered Employee's retirement; and if there is any remaining amount of Severance Pay, the excess amount shall be paid to the Covered Employee in cash.

C. Restrictions

Within the meaning of this policy, an individual may "retire" only once. Retirement from another district shall make an individual ineligible for this retirement benefit.

D. Any Administrator who retires under STRS and returns to employment in the District will not be eligible for severance pay.

VACATION DAYS

Eighty (80) hours of unused vacation can be carried over to the next school year. New balances for vacation begin August 1 of each year.

ADMINISTRATOR BENEFIT PROVISIONS

WADSWORTH CITY SCHOOLS EVALUATION INSTRUMENT

Wadsworth City Schools Evaluation Instrument
Administrators and Exempt Employees

EMPLOYEE _____ EVALUATOR _____

DEPT. _____ POSITION _____ DATE _____

Performance Traits	*Rating (Numerical Score)*	*Numerical Score (from previous column)*	*Comments*
1. PROFESSIONAL EXPERTISE Knowledge of job, qualifications	Accomplished (4)		
2. TEAMWORK: Teamwork, works well with others, cooperates with colleagues	Accomplished (4)		
3. PROFESSIONAL CHARACTER: Appearance, courtesy, attitude, public relations, communication	Accomplished (4)		
4. PERSONAL JOB ACCOMPLISHMENTS/INITIATIVE: Motivation, reliability, dependability, interest in work	Accomplished (4)		
5. LEADERSHIP: Sets example, provides direction, has vision	Accomplished (4)		

ADMINISTRATOR BENEFIT PROVISIONS

Wadsworth City Schools Evaluation Instrument
Administrators and Exempt Employees

6. QUALITY OF WORK: Accuracy, neatness, thoroughness, standard of work	Accomplished (4)		
7. QUANTITY OF WORK: Volume, amount, speed, turn-around time, projects	Accomplished (4)		
8. PROFESSIONAL GROWTH: Activities, programs, initiatives	Accomplished (4)		
9. ATTENDANCE: Punctual, absenteeism	Accomplished (4)		
GENERAL COMMENTS:			
	RATING TOTAL	0	**OVERALL RATING:** Accomplished Accomplished 32-36 Skilled 23-31 Developing 14-22 Ineffective 9-13

Employee's Signature _____ Date _____



SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

August 1, 2020 ~~2017~~-July 31, 2021 ~~2020~~

Revised June 2020 ~~August 2018~~

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

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SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

DECLARATION

The following benefit provisions apply to all those persons employed by the Board of Education and officially classified as a "Salary Exempt." The following positions are classified Salary Exempt for the purpose of this Salary Exempt Employee Benefit Provision and will be referred to as "SEE" from this point on:

Career Pathway Compact Counselor
Job Training Compact Counselor

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

SALARY RANGE AND WORK SCHEDULE

Position	~~2017-2018~~		~~2018-2019~~		2020-2021 ~~2019-2020~~		Days	Hrs./ Day
	~~Low~~	~~High~~	~~Low~~	~~High~~	Low	High		
Career Pathway Compact Counselor	~~$72,100~~	~~$87,550~~	~~$73,903~~	~~$89,740~~	$76,120	$92,430	204	8
Job Training Compact Counselor	~~$60,806~~	~~$76,239~~	~~$62,326~~	~~$78,145~~	$64,196	$80,489	194	8

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

CALAMITY DAYS

A. Unless notified otherwise by administration, SEEs who are contracted to work in excess of two hundred and thirty five (235) or more days are expected to report to work when the school(s) in which they are employed are closed owing to an epidemic or other public calamity.

B. SEEs who work in excess of two hundred and thirty five (235) days shall be paid for regular time lost if said epidemic or calamity prevents them from reporting, or causes them to be late.

C. SEEs who work in excess of two hundred and thirty five (235) days are required to make every reasonable effort to be present to assist in the routine tasks to be performed and in coping with the emergency.

CELL PHONES

Cell phone reimbursements are given to SEEs based upon the following:

$11/month for cell phone minute package; $30/month for data package; $492 total annually.

COMPENSATION SYSTEM (YEARLY)

CONCEPT

Each administrator and exempt employee has a base salary or hourly rate, the starting point of which is determined at his/her date of hire (see description below). Each year the Board of Education will determine a dollar amount available for raises to administrators and exempt employees. If the Board of Education determines money is available, the Superintendent will be responsible for determining how the money will be distributed to the employees. The Superintendent will determine a base percentage increase that will be given to all employees. In addition to the uniform base percentage increase, an additional uniform percentage will be available for employees who have met their performance goals and have the highest rating possible on their summative

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

evaluation for the year (see description below). Within the parameters written above, the total compensation increase an employee receives in a given year cannot exceed the top of the salary range for his/her position in the year in question.

HIRING SALARIES/HOURLY RATE

The determination of the appropriate starting salary or hourly rate for new hires will be made by the Superintendents' of the districts comprising the Four Cities Compact. Starting salaries or hourly rates should be at, or toward, the minimum of the assigned salary or hourly rate range. A starting salary or hourly rate which is higher than the minimum assigned salary or hourly rate range may be granted for such reasons as education and/or work experience directly applicable to the job which exceeds the minimum qualification requirements, a competitive market situation, a special or specific talent, etc. Salary or hourly rate levels of current District employees should also be considered in determining new hire salaries or hourly rates.

ATTAINMENT OF PERFORMANCE GOALS

At the beginning of each school year, the employee will set a minimum of two (2) performance goals collaboratively with his/her direct supervisor. In years where the Four Cities Compact has allocated money for raises, employees who meet their performance goals and who have the highest rating possible on their summative evaluation for the year will receive the additional uniform percentage available.

Whether an employee has met his/her performance goals is determined by the direct supervisor, in consultation with the Superintendents, and involves a portfolio based system that provides supporting evidence of results/outcomes.

SALARY/HOURLY RATE STRUCTURE ANALYSIS

In response to market trends, the salary/hourly rate structures should be reviewed and updated, as appropriate. A market analysis should be completed using comparable school districts in our area.

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

RATIONALE

This system allows for performance-based financial incentives while creating an atmosphere where everyone can "win" if they have met their performance goals and have achieved at the highest level on their summative yearly evaluation. Performance goals and the evaluation instrument are known to the employee from the beginning, thus eliminating to a great degree the idea of a supervisor being "arbitrary" with decisions that are made. All of this is done within the dollar amount allocated by the Superintendents' of the Four Cities Compact, in consultation with their Boards of Education.

DISCIPLINARY PROCEEDINGS

Appropriate discipline may include oral or written reprimand, suspension with or without pay, reduction, demotion and/or termination.

EVALUATION

The Superintendent will institute and maintain a comprehensive program for the evaluation of SEEs. SEEs include positions listed on page one and any other SEE not included in an employee negotiating unit.

The purpose of a SEE Evaluation will be to assess the performance of SEE and to provide information upon which to base employment and personnel decisions. Evaluation should also assist SEEs to develop their professional abilities in order to better accomplish the effective management of the school system.

The evaluation criteria for each position will be in written form and will be made available to the SEE. Evaluations will be made by the person to whom the SEE is immediately responsible (See Appendix A). The results of the evaluation will be put in writing and discussed with the SEE by the person who makes the evaluation. A SEE whose contract is due to expire at the conclusion of the current school year shall have at least one (1) preliminary evaluation and one (1) final evaluation during such year. A written copy of the preliminary evaluation report shall be provided to the SEE at least sixty (60) days prior to any Board action on the renewal or non-renewal of the contract. A written copy of the final evaluation report shall be provided to the SEE at least five (5) days prior to any Board action on the renewal or non-renewal of the contract.

The SEE being evaluated will have the right to attach a memorandum to the written evaluation. The results of the evaluation will be kept in personnel records maintained in

the central office. Information gathered and written evaluative documents used in retention, promotion or termination of a SEE will be accessible to the person concerned or his representative.

In order that there will be no conflict of interest in the supervision and evaluation of employees, at no time may any SEE be solely responsible for the supervision and/or evaluation of an employee if the SEE is directly related to that employee.

HOLIDAY PAY

A. Holidays granted and paid are as follows: New Year's Day, Martin Luther King Day, Memorial Day, ~~Fourth of July (for two hundred sixty (260) day SEE),~~ Labor Day, Thanksgiving, the day after Thanksgiving, and Christmas Day. Good Friday also shall be a paid holiday in years when school is not in session on that day. SEE assigned to work two hundred sixty (260) days or more will also receive ~~a floating holiday to be used on either~~ Fourth of July, Christmas Eve~~,~~ and New Year's Eve ~~day, Presidents' Day or July 3 at the HEE's option~~.

B. In order to qualify for holiday pay , a SEE must be either working his/her last scheduled work day prior to the holiday and his/her first scheduled work day after the holiday, or be properly excused. SEE's on unpaid leave shall not be eligible for holiday pay.

C. In the event a holiday falls on Saturday, Friday will be the paid holiday. If it falls on Sunday, then, Monday will be the paid holiday.

FBI CHECK

The Board shall pay for the cost of any FBI check provided the SEE initiates the background check through central office.

INSURANCE

GENERAL PROVISIONS

A. Right to Insurance Benefits

In addition to the salary and other payments, the compensation of full-time SEEs shall include the insurance benefits provided herein. SEEs who are scheduled to

work less than seventy-five percent (75%) of full-time shall not be eligible for insurance benefits. A full-time is defined as those who are contracted to work one thousand two hundred fifty (1,250) hours or more in a work year.

B. Copy of Certificate of Insurance

1. SEEs will receive a certificate of insurance which shall provide the specific benefits provided.

C. Distribution of Explanation of Coverage(s)

1. As amendments and/or changes in insurance coverages or carriers are made, SEEs will receive a written description, prepared by the carrier, of such amendments and/or changes. This written description shall be provided within sixty (60) days of the amendment and/or changes.

2. A SEE hired during the term of this agreement shall, at the time of the signing of his/her contract, receive a written description of all insurance coverages in effect at that time.

D. Distribution of Insurance Cards

Each SEE shall be issued a current insurance card.

Preferred Provider Organization (PPO)

A. Method of Payment

SEE shall pay a portion of the monthly premium according to the following schedule:

Single: 9%
Family: 6%

~~Cap on premium share, as follows:~~
~~Year 1: Single: $70; Family: $100;~~
~~Year 2: Single: $70; Family: $110; and~~
~~Year 3: Single: $75; Family: $115.~~

B. Specifications

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Covered Benefits	Network	Non-Network
Deductible (Single/Family)	$250/$500	$1,000/$1,600
Out-of-Pocket Limit (Single/Family)	$1,250/$2,500	$3,400/$6,800
Physician Home and Office Services (PCP/SCP) **Primary Care Physician (PCP)/** **Specialty Care Physician (SCP)** Including Office Surgeries and allergy serum: o allergy injections (PCP and SCP) o allergy testing o MRAs, MRIs, PETS, C-Scans, Nuclear Cardiology Imaging Studies, non-maternity related Ultrasounds and pharmaceutical products	$20/$20 20% 20% 20%	30% 30% 30% 30%
Preventive Care Services o Services included but not limited to: Routine medical exams, Mammograms, Pelvic Exams, Pap testing, PSA tests, Immunizations, Annual diabetic eye exam, Hearing screenings and Vision screenings which are limited to Screening tests (i.e. Snellen eye chart) and Ocular Photo screening.	No cost share	30%
Emergency and Urgent Care **Emergency Room Services** o **facility/other covered services** (copayment waived if admitted) **Urgent Care Center Services** o MRAs, MRIs, PETS, C-Scans, Nuclear Cardiology Imaging Studies, Non-maternity related Ultrasounds and pharmaceutical products o Allergy injections o Allergy testing	 $100 $25 20% 20% 20%	 $100 30% 30% 30% 30%
Inpatient and Outpatient Professional Services Include but are not limited to: o Medical Care visits (1 per day), Intensive Medical Care, Concurrent Care, Consultations, Surgery and administration of general anesthesia and Newborn exams	20%	30%
Blue 8.0 500 Series		

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Covered Benefits	Network	Non-Network
Inpatient Facility Services (Network/Non-Network combined) Unlimited days except for: • 60 days for physical medicine/rehab (limit includes Day Rehabilitation Therapy Services on an outpatient basis) • 180 days for skilled nursing facility	20%	30%
Outpatient Surgery Hospital/Alternative Care Facility • Surgery and administration of general anesthesia	20%	30%
Other Outpatient Services including but not limited to: • Non Surgical Outpatient Services for example: MRIs, C-Scans, Chemotherapy, Ultrasounds, and other diagnostic outpatient services. • Home Care Services 30 visits (excludes IV Therapy) (Network/Non-Network combined) • Durable Medical Equipment, Orthotics and Prosthetics • Physical Medicine Therapy Day Rehabilitation programs • Hospice Care • Ambulance Services	20% 20% 20%	30% 20% 20%
Outpatient Therapy Services (Combined Network & Non-Network limits) • Physician Home and Office Visits (PCP/SCP) • Other Outpatient Services @ Hospital/Alternative Care Facility Limits apply to: • Cardiac Rehabilitation Unlimited • Pulmonary Rehabilitation Unlimited • Physical Therapy: 60 visits • Occupational Therapy: 60 visits • Manipulation Therapy: 12 visits • Speech therapy: 20 visits • Teledoc (Live Health Online)	 $20/$20 20%	 30% 30%
Accidental Dental: Unlimited per accident (Network and Non-network combined)	Copayments/Coinsurance based on setting where covered services are received	30%
Behavioral Health: **Mental Illness and Substance Abuse[2]** • Inpatient Facility Services • Physician Home and Office Visits (PCP/SCP) • Other Outpatient Services. Outpatient Facility @ Hospital/Alternative Care Facility, Outpatient Professional	 20% $20 20%	 30% 30% 30%
Human Organ and Tissue Transplants[3] • Acquisition and transplant procedures, harvest and storage.	20%	30%

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Covered Benefits	Network	Non-Network
Prescription Drugs **Network Tier structure equals 1/2/3**		
• **Network Retail Pharmacies:** (30-day supply)	$10 generic/$20 preferred brand/$30 Non-preferred generic & brand	50%, min $30[5]
• **Home Delivery Service:** (90-day supply)	$25 generic/$50 preferred brand/$70 Non-preferred generic & brand	Not covered
Member may be responsible for additional cost when not selecting the available generic drug.	Rx OOP Max: $6,525 Single/$13,050 Family	Rx OOP Max: $13,050 Single/$26,100 Family
Medicare Rx - Wrap		

Notes:

- All medical deductibles, copayments and coinsurance apply toward the out-of-pocket maximum (excluding Non-Network Human Organ and Tissue Transplant (HOTT) Services). Prescription drug cost shares have a separate out-of-pocket maximum.
- Deductible(s) apply to covered medical services listed with a percentage (%) coinsurance, including 0%. However, the deductible does not apply to Emergency Room Services where a copayment & (%) coinsurance applies and may not apply to some Behavioral Health services where coinsurance applies
- Network and Non-network deductibles, copayments, coinsurance and out-of-pocket maximums are separate and do not accumulate toward each other.
- Dependent Age: to end of the month which the child attains age 26
- Specialist copayment is applicable to all Specialists excluding General Physicians, Internist, Pediatricians, OB/GYNs and Geriatrics or any other Network Provider as allowed by the plan.
- When allergy injections are rendered with a Physicians Home and Office Visit, only the Office Visit cost share applies. When the Office Visit cost share is a % coinsurance, deductible and coinsurance apply to allergy injections
- No cost share (NCS) means no deductible/copayment/coinsurance up to the maximum allowable amount. 0% means no coinsurance up to the maximum allowable amount. However, when choosing a Non-network provider, the member is responsible for any balance due after the plan payment.
- PCP is a Network Provider who is a practitioner that specializes in family practice, general practice, internal medicine, pediatrics, obstetrics/gynecology, geriatrics or any other Network provider as allowed by the plan.
- SCP is a Network Provider, other than a Primary Care Physician, who provides services within a designated specialty area of practice.
- Certain diabetic and asthmatic supplies, except diabetic test strips, have no deductible/copayment/coinsurance up to the maximum allowable amount at network pharmacies.
- Benefit period = calendar year
- Mammograms (Diagnostic) are no copayment/coinsurance in Network office and outpatient facility settings.
- Behavioral Health Services: Mental Health and Substance Abuse benefits provided in accordance with Federal Mental Health Parity.
- Preventive Care Services that meet the requirements of federal and state law, including certain screenings, immunizations and physician visits are covered.
- Private Duty Nursing – limited to 82 visits/Calendar Year
- Vision limited services – additional vision services are covered when specifically coded as determination of refraction, routine ophthalmological examination including refraction for new and established patients, and a visual functional screening for visual acuity. No additional ophthalmological services are covered as part of the medical coverage.
- Plan to exclude coverage for elective abortions.

[2] We encourage you to review the Schedule of Benefits for limitations.
[3] Kidney and Cornea are treated the same as any other illness and subject to the medical benefits.
[5] Rx non-network diabetic/asthmatic supplies not covered except diabetic test strips.

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Precertification:
Members are encouraged to always obtain prior approval when using non-network providers. Precertification will help the member know if the services are considered not medically necessary.

Pre-existing Exclusion Period: none

This summary of benefits has been updated to comply with federal and state requirements, including applicable provisions of the recently enacted federal health care reform laws. As we receive additional guidance and clarification on the new health care reform laws from the U.S. Department of Health and Human Services, Department of Labor and Internal Revenue Service, we may be required to make additional changes to this summary of benefits.

This summary of benefits is intended to be a brief outline of coverage. The entire provisions of benefits and exclusions are contained in the Group Contract, Certificate, and Schedule of Benefits. In the event of a conflict between the Group Contract and this description, the terms of the Group Contract will prevail.

By signing this Summary of Benefits, I agree to the benefits for the product selected as of the effective date indicated.

Authorized group signature (if applicable)	Date
Underwriting signature (if applicable)	Date

WELLNESS RIDER

The wellness program will consist of a combination of activities that are designed to increase awareness, assess risk, educate and promote voluntary behavior change to improve the health of an individual. The objective is to encourage modifications of member health status and enhance personal well-being and productivity, with a goal of preventing injury and illness.

The program includes the following provisions:

(1) An annual voluntary onsite biometric screening or physician directed preventive exam will be provided at no cost to the employee. Onsite biometric screenings or physician directed examinations shall be conducted around the summer/fall of each calendar year. The screening shall provide (but not be limited in application to as determined by the District) confidential employee information in four (4) key wellness categories:

- Non-smoker or participation in a smoking cessation program
- Low density Li-protein (LDL)/High-density Li-protein (HDL) and Total Cholesterol
- Body Mass Index (BMI)
- Blood Pressure (BP)

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

(2) ~~Effective January 1, 2018 all WESPA members and any new members hired subsequent to January 1, 2018 who voluntarily participated in the previous fall onsite biometric screening or physician directed preventive exam earn health credits applicable to the following calendar year. The value of health credits in the following calendar year will be issued exclusively based on the employee's participation in either the onsite biometric screening or physician directed preventive exam. Single enrollees shall earn a credit of $100 to be applied to a Health Reimbursement Account (HRA) on a calendar year basis. Family enrollees shall earn a health credit of $200 to be applied to a Health Reimbursement Account (HRA) on a calendar year basis. Employer contributions to the HRA will expire at the end of the calendar year for which they are earned if they are no used.~~

~~(3)~~ ~~Effective January 1, 2019, employees who voluntarily participated in the 2018 onsite biometric screening or physician directed preventive exam will have the opportunity to earn HRA credits. The value of HRA credits in the 2019 calendar year will be based on four key biometric components. Each component shall be equal to a credit value of $25 for single enrollees or $50 for family enrollees. In no event will the total value of credits exceed $100 for a single enrollee or $200 for a family enrollee. HRA credits are non-transferable and are only valid against allowable medical expenses incurred and applicable during the 2019 calendar year.~~

Beginning in 2019 and applicable for each subsequent calendar year, HRA credits shall be issued subject to the terms and conditions outlined herein, credits shall be provided on the following basis:

- Participation in the immediately preceding period's onsite biometrics initiative or physician directed preventive exam.

- Employee certification of being a non-smoker or successful completion of a physician directed smoking cessation program during the year shall be worth $25/single or $50/family.

- Total Cholesterol Score of 240 or less. Or, should the employee's score be in excess of 240, physician certification of the employee's participation in a management program to reduce their cholesterol risk or certification of the employee's inability to reduce this risk due to a related medical condition. Or, should the employee's total cholesterol be in excess of 240, a 5% improvement over the prior year's total cholesterol provided that the employee participated in the prior year's onsite or physician directed examination process. Completion of any of the above three conditions shall be worth $25/single or $50/family.

- Body Mass Index (BMI) of 30 or less. Or, should the employee's BMI be in excess of 30, physician certification of the employee's participation in a management program to reduce their BMI or certification of the employee's inability to reduce this risk due to a related medical condition. Or, should the employee's BMI be in excess of 30, a 5% improvement over the prior year's BMI provided that the employee participated in the prior year's onsite or physician directed examination process. Completion of any of the above three conditions shall be worth $25/single or $50/family.

- Blood Pressure of 140/90 or less. Or, should the employee's blood pressure be in excess of 140/90, physician certification of the employee's participation in a management program to reduce their blood pressure or certification of the employee's inability to reduce this risk due to a related medical condition. Or, should the employee's blood pressure be in excess of 140/90, a 5% improvement over both the prior year's Systolic and Diastolic blood pressure number provided that the employee participated in the prior year's onsite or physician directed examination process. Completion of any of the above three conditions shall be worth $25/single or $50/family.

(4) For each year after 2018, employees who voluntarily participated in the immediately preceding prior onsite biometric screening or physician directed preventive exam will have the opportunity to earn health credits for the following calendar year.

TERM LIFE INSURANCE

A. Right to Coverage

The Board shall purchase from a carrier licensed by the State of Ohio, group term life insurance in the amount of $50,000 for each regular, full-time SEE now or hereinafter employed.

B. Method of Payment

The full cost of this program and any increase thereof shall be paid by the Board.

C. Right to Purchase Additional Coverage

The Board shall allow an eligible SEE to purchase additional amounts of coverage through payroll deduction, provided the number electing to take advantage of this opportunity is adequate to meet the requirements of the insuring company. The

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Board may insist that the amount of such additional coverage shall be $50,000 or One Hundred Thousand Dollars $100,000, at the option of the SEE. The right to purchase such additional coverage is subject to availability and to all requirements imposed by the insurance carrier.

DENTAL INSURANCE

A. Right to Coverage
The Board shall self-fund and/or purchase from a carrier licensed in the State of Ohio, dental insurance coverage for each full-time SEE now or hereinafter employed, and his/her family.

B. Method of Payment of Coverage
The full cost of such insurance shall be paid by the Board.

C. Right to Change Coverage Status
A SEE may change coverage during the districts open enrollment period or when the employee has a "change in life event" as defined by the insurance carrier.

Delta Dental PPO (Point-of-Service) Summary of Dental Plan Benefits
For Group# 1151-5000, 5091
Wadsworth City Schools

This Summary of Dental Plan Benefits should be read along with your Certificate. Your Certificate provides additional information about your Delta Dental plan, including information about plan exclusions and limitations. If a statement in this Summary conflicts with a statement in the Certificate, the statement in this Summary applies to you and you should ignore the conflicting statement in the Certificate. The percentages below are applied to Delta Dental's allowance for each service and it may vary due to the dentist's network participation.*

Control Plan – Delta Dental of Ohio
Benefit Year – January 1 through December 31
Covered Services –

	PPO Dentist	Premier Dentist	Non-participating Dentist
	Plan Pays	Plan Pays	Plan Pays*
Diagnostic & Preventive			
Diagnostic and Preventive Services – exams, cleanings, fluoride, and space maintainers	100%	100%	100%
Sealants – to prevent decay of permanent teeth	100%	100%	100%
Brush Biopsy – to detect oral cancer	100%	100%	100%

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Radiographs – X-rays	**100%**	**100%**	**100%**
Basic Services			
Emergency Palliative Treatment – to temporarily relieve pain	**80%**	**80%**	**80%**
Minor Restorative Services – fillings and crown repair	**80%**	**80%**	**80%**
Endodontic Services – root canals	**80%**	**80%**	**80%**
Periodontic Services – to treat gum disease	**80%**	**80%**	**80%**
Oral Surgery Services – extractions and dental surgery	**80%**	**80%**	**80%**
Other Basic Services – misc. services	**80%**	**80%**	**80%**
Major Services			
Major Restorative Services – crowns	**70%**	**70%**	**70%**
Relines and Repairs – to bridges, implants, and dentures	**70%**	**70%**	**70%**
Prosthodontic Services – bridges, implants, and dentures	**70%**	**70%**	**70%**
Orthodontic Services			
Orthodontic Services – braces	**60%**	**60%**	**60%**
Orthodontic Age Limit –	**No Age Limit**	**No Age Limit**	**No Age Limit**

* When you receive services from a Nonparticipating Dentist, the percentages in this column indicate the portion of Delta Dental's Nonparticipating Dentist Fee that will be paid for those services. The Nonparticipating Dentist Fee may be less than what your dentist charges and you are responsible for that difference.

- Oral exams (including evaluations by a specialist) are payable twice per calendar year.
- Prophylaxes (cleanings) are payable twice per calendar year. Periodontal maintenance procedures are not a Covered Service for people under age 16.
- People with specific at-risk health conditions may be eligible for additional prophylaxes (cleanings) or fluoride treatment. The patient should talk with his or her dentist about treatment.
- Fluoride treatments are payable twice per calendar year for people up to age 19.
- Space maintainers are payable once per area per lifetime for people up to age 16.
- Bitewing X-rays are payable twice per calendar year for people under age 19 and once per calendar year for people age 19 and older. Full mouth X-rays (which include bitewing X-rays) are payable once in any five-year period. Vertical bitewing X-rays are payable once in any three-year period.
- Four periapical and two occlusal X-rays are payable per calendar year.
- Sealants are payable twice per tooth per lifetime for the occlusal surface of first and second permanent molars up to age 16. The surface must be free from decay and restorations.
- Crowns, inlays and onlays are Covered Services for people age 16 and older once in any five-year period. Recementation of crowns, inlays and onlays are payable once per lifetime for people age 16 and older. Prefabricated crowns are Covered Services on primary teeth.
- Composite resin (white) restorations are Covered Services on posterior teeth.
- Porcelain and resin facings on crowns are optional treatment on posterior teeth.
- Root canal treatment is payable once per tooth per lifetime. Retreatment of a previous root canal is payable once per tooth per lifetime.
- Certain oral surgery procedures including vestibuloplasty, frenulectomy, frenuloplasty, oroantral fistula closure, primary closure of sinus perforation and biopsy of hard tissue are Covered Services.
- Full and partial dentures are payable once in any five-year period. Tissue conditioning is payable twice in any 12- month period. Chairside reline and rebase of dentures are payable once in any

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

calendar year. Lab reline and rebase of dentures are payable once in a three-year period. Adjustments of dentures are payable once in any calendar year.

- ➢ Recement of bridges is payable once per lifetime. Repair of bridges is payable once in any five-year period.
- ➢ Implants and implant related services are payable once per tooth in any five-year period.
- ➢ Emergency palliative treatment is a Covered Service twice in any calendar year. Consultations (by other than the treating dentist) are Covered Services once in any calendar year. Occlusal guards and occlusal adjustments are not Covered Services.

Having Delta Dental coverage makes it easy for you to get dental care almost everywhere in the world! You can now receive expert dental care when you are outside of the United States through our Passport Dental program. This program gives you access to a worldwide network of dentists and dental clinics. English-speaking operators are available around the clock to answer questions and help you schedule care. For more information, check our Web site or contact your benefits representative to get a copy of our Passport Dental information sheet.

Maximum Payment – $3,000 per person total per Benefit Year on all services except orthodontics. $1,500 per person total per lifetime on orthodontic services.

Deductible – $25 Deductible per person total per Benefit Year limited to a maximum Deductible of $50 per family per Benefit Year. The Deductible does not apply to oral exams, preventive services, consultations, office visit for observation, X-rays, brush biopsy, sealants, and orthodontic services.

Any expenses incurred by an eligible person for covered services during the last three months of a benefit year and applied to the Deductible for that benefit year will also be applied to the Deductible for the following Benefit Year.

The Deductible met under the previous carrier for the period January 1, 2014 through June 30, 2014 will be applied to the

2014 calendar year Deductible with Delta Dental. It is the Subscriber's responsibility to provide Delta Dental with adequate documentation of the Deductible met under the previous carrier.

Waiting Period – Employees who are eligible for dental benefits are covered as identified in your contract with the school district.

Eligible People – All eligible contracted employees of the school district who elect the dental plan. The Contractor and

Subscriber share the cost of this plan.

Also eligible at your option are your legal spouse and your dependent unmarried children to the end of the month in which they turn 26 if eligible to be claimed by you as a dependent under the U.S. Internal Revenue code during the current calendar year. You and your eligible dependents must enroll for a minimum of 12 months. If coverage is terminated after

12 months, you may not re-enroll prior to the open enrollment that occurs at least 12 months from the date of termination. Your dependents may only enroll if you are enrolled (except under COBRA) and must be enrolled in the same plan as you. Plan changes are only allowed during open enrollment

periods, except that an election may be revoked or changed at any time if the change is the result of a qualifying event as defined under Internal Revenue Code Section 125.

If you and your spouse are both eligible under this Contract, you may be enrolled as both a Subscriber on your own application and as a dependent on your spouse's application. Your dependent children may be enrolled on both applications as well. Delta Dental will coordinate benefits.

Benefits will cease on the last day of the month in which the employee is terminated.

LEAVE PROVISIONS

SICK LEAVE

A. SEEs shall accrue sick leave as established by the Ohio Revised Code. Sick leave shall be charged as it is used in minimum increments of one-quarter (1/4) hours, with a maximum accumulation of two hundred eighty-four (284) days. The State mandated accumulation of sick leave is also established by the Ohio Revised Code. A SEE shall receive notification of his/her accumulated sick leave with each pay. A SEE who has not yet accumulated sufficient sick leave or who has exhausted sick leave and personal leave shall be credited up to five (5) days of sick leave.

B. SEEs may use sick leave, upon approval of the responsible administrative officer of the employee, for absence due to personal illness, pregnancy, injury, exposure to contagious disease which could be communicated to others, and to illness, injury or death in the SEE immediate family. Sick leave may also be used as follows: (1) for pregnancy as provided in the Ohio Revised Code. Absent medical verification of a need for a longer leave, the use of sick leave for pregnancy and/or child birth will not exceed six (6) weeks from date of delivery or eight (8) weeks from the date of delivery for a caesarean section, when documentation of the caesarean section has been provided; (2) for care of a spouse with a newborn baby up to a maximum of five (5) days. If a SEE requires more than five days, he/she will provide written documentation to the Superintendent; and (3) for the death of an aunt or uncle up to a maximum of two days. Babysitting for the SEE's children or grandchildren is an inappropriate use of sick leave. When the administration suspects an abuse in the use of sick leave, the administration has the right to require an affidavit from a physician to verify the use of sick leave. Any misuse, abuse, or unauthorized use of sick leave will result in disciplinary action up to and including termination.

C. Any SEE whose job requires the operation of machinery or motor vehicle and who is on prescription medication that might impact the SEEs ability to perform those functions must immediately inform his/her supervisor and provide a physician's statement verifying the member's fitness to operate such machinery or motor vehicle.

D. The local definition of "immediate family" is:

- Spouse of SEE
- Children or grandchildren of SEE or of his/her spouse
- Parents and stepparents of SEE and SEE's spouse
- Brothers and sisters of SEE and SEE's spouse
- Grandparents of SEE and SEE's spouse
- Son-in-law and daughter-in-law of SEE or of his/her spouse
- In the event of death, "immediate family" also includes aunts and uncles.

Any person *in loco* of the above (e.g., anyone residing in the same home with the SEE or any relative who clearly stands in the same relationship with the SEE as any of those so specified). A SEE must provide a written description of the facts on the District absence report form supporting the *in loco* situation.

E. SEEs shall not be charged sick leave when school is not in session or when the SEE is not required to report to work.

PERSONAL LEAVE

A. Right to Leave

1. SEE shall be eligible for three (3) unrestricted days per school year.

2. SEE will not be charged personal leave on non-work days.

B. Notice of Intent to Use Leave

Notice of intent to use Personal Leave shall be provided by completing and delivering to the person the SEE directly reports to the prescribed form at least three (3) days in advance of the anticipated absence. If circumstances make advance notice impossible, the SEE shall notify the person they report to with his/her intent to use Personal Leave as soon as practicable.

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

C. Purpose of Leave

It is the intent of this Section to provide SEEs with a means of dealing with personal matters that cannot be handled except during school hours.

D. Personal Leave must be taken in minimum increments of one-quarter (1/4) hour.

E. On occasion, special circumstances not covered by the provision above may arise and SEEs may wish to request personal leave. Such requests shall be made in writing to the person the SEE reports to who may grant the personal leave on a paid or unpaid basis or may deny the request.

F. A SEE who abuses personal leave will be subject to discipline, up to and including termination.

G. A SEE will also be reimbursed one hundred fifty dollars ($150.00) for each unused personal leave day(s) by June 30 of each year. If a SEE desires to have unused personal leave converted to sick leave in lieu of receiving one-hundred fifty dollars ($150.00) for each unused personal leave day, he/she must submit a letter to the Treasurer's office by June 15.

UNPAID LEAVE

A. Unpaid Leave – Short Term

Unpaid leave of up to ten (10) days at one time may be granted, in writing, by the Superintendent or his designee upon prior written request to the Superintendent or his designee by the SEE. In emergency cases, verbal requests and approval shall be reported, in writing, by the supervisor or administrator granting the request.

B. Unpaid Leave – Long Term

Upon the written request of a SEE, the Board may grant Unpaid Leaves up to two (2) years in length.

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

PAID ADOPTION LEAVE

A. Adoptions in the United States

A SEE is eligible, upon adoption of a child in the United States, to use accumulated sick leave for up to a total of twenty (20) days, which may be taken after the Board receives documentation of the adoption. Such leave must be taken within a twelve (12) month period, during which period custody is received. If both adoptive parents are Board employees, either or both may use sick leave under this provision with the understanding that the combined sick leave taken by both will not exceed twenty (20) days.

B. Adoptions Outside the United States

If a child outside of the United States is adopted, a SEE will be able to use accumulated sick leave for up to a total of twenty (20) days, which may be taken after the Board receives documentation of the adoption. Such leave must be taken within a twelve (12) month period, during which period custody is received. Further, accumulated sick leave may be used for up to a total of ten (10) days for the adoption process, prior to receiving custody of the child. The scheduling of leave for the adoption process will be arranged between the SEE and the Superintendent. If both adoptive parents are Board employees, either or both may use sick leave under this provision with the understanding that the combined sick leave taken by both will not exceed thirty (30) days.

C. SEEs will not be charged adoption leave on non-work days.

UNPAID CHILD CARE LEAVE

A. Length of Leave

A SEE shall be granted unpaid child care leave to care for a newborn or an adopted child who is not yet school age. Unpaid child care leave and the absence (if any) charged to sick leave shall not exceed six (6) months. Unpaid child care leave shall start at the end of the use of sick leave (if any) and will expire no later than the end of the sixth month following the child's birth or date of adoption.

B. Eligibility for Leave

A SEE wishing to take unpaid leave for child care pursuant to this Section shall, as a prerequisite, file a letter of intent to use such leave, specifying its expected

duration, not later than the end of the fifth (5th) month of pregnancy or within four (4) months of pending adoption date.

C. Right to Return from Leave

1. A SEE who has elected not to take additional leave shall return to work as soon as the period of actual physical disability has ended. The SEE will notify the Superintendent in writing, of the date of her expected return as far in advance as possible.

2. A SEE who uses an additional unpaid leave for child care shall return on the date specified in the notice of intent to use the unpaid leave.

D. Rights While on Leave

A SEE who is absent on unpaid child care leave shall have the same rights, and only those rights, while on leave and upon returning from leave as any other SEE who is absent on unpaid leave pursuant to Ohio Revised Code.

E. Insurance Coverage While on Leave

A SEE on unpaid child care leave may continue all insurance coverage provided by this Agreement. Such coverage will be at his/her own expense unless otherwise required by statute. Payment for such coverage shall be made monthly by the SEE to the Treasurer.

JURY DUTY

A SEE shall be granted time off for jury duty actually served during work hours and shall suffer no loss of pay. If a SEE has served on jury duty in excess of four (4) hours in a given day, the member need not report to work. Similarly, if a SEE has worked four (4) hours of his/her shift prior to reporting to jury duty, the need not return to work. The SEE may keep any payment received for jury duty. Documentation of jury duty actually served must be submitted to the appropriate supervisor.

LEAVE PURSUANT TO SUMMONS OR SUBPOENA

A. Right to Leave for a Summons or Subpoena

Any SEE who is summoned or subpoenaed for job-related issue shall be granted leave with no loss of pay or other benefits for days missed by reasons of the

summons or subpoena. A summons or subpoena issued because of a student's custody issue is considered to be job related. A member receiving a subpoena to appear as a witness for a non-job related issue shall be eligible for leave under this section.

B. Right to Leave for a Non-Job Related Issue

Personal leave must be utilized for a summons issued because of a non-job related issue. If the SEE has exhausted his/her personal leave, and is summoned for something that is not job related, leave pursuant to summons or subpoena may be used in order to comply with summons.

C. Leave not Covered

A SEE is not eligible for leave under this Section if the SEE is a party to the legal proceeding.

D. Duty to Report

If the SEE responsibility under the summons or subpoena requires the SEE participation in excess of four (4) hours in a given day, the member need not report to work. Similarly, if the SEE has worked four (4) or more hours of his/her shift and the SEE requires leave due to a summons or subpoena, the SEE need not return to work following completion of that responsibility. Documentation of the SEE obligations under this Section must be submitted to the appropriate supervisor.

ASSAULT LEAVE

A. Right to Leave

A SEE who is absent due to physical disability directly resulting from an assault, which occurs in the course of Board employment, while on duty either during school hours or where required to be in attendance at a school-sponsored function, shall be eligible to receive Assault Leave.

B. Notice of Intent to Use Leave

1. Such leave shall be granted, for a period not to exceed one hundred eighty (180) workdays, upon the SEE delivering to their immediate supervisor a signed Employee Report of Injury Form.

2. Such statement will indicate the nature of the injury, the date of its occurrence, the identity of the individual(s) causing the assault (if known), the facts surrounding the assault and willingness of the SEE to cooperate with the Board if the Board chooses to pursue legal action against the assailant(s).

C. Rights While On Leave

1. A SEE on Assault Leave shall be maintained on full pay status during the period of his/her leave with the exceptions listed in Article D and E below.

2. Leave granted under this Section shall not be charged against Sick Leave earned or earnable under ORC Section 3319.141 or leave granted under other Sections in this benefit provision plan.

D. Length of Leave

Assault Leave may be used for the period of the disability up to a maximum of one hundred (180) workdays.

E. Restrictions

1. If medical attention is required, the SEE shall supply a certificate from a licensed physician stating the nature of the disability and its duration.

2. The SEE must file a Workers Compensation claim with the Business Office. The pay of a SEE on Assault Leave shall be reduced by the amount received by him/her, if any, for Workers' Compensation as a benefit to cover loss of pay resulting from the injury. However, the SEE pay shall not be reduced by benefits received from Workers' Compensation to cover occupational diseases, medical expenses, nursing expenses, hospital services, medicines and/or rehabilitation services.

3. If a SEE is unable to return to work after using fifty (50) days for assault leave, he/she shall provide the Board medical verification of the need for additional assault leave. The Board retains the right, at its own expense, to require the SEE to obtain the opinion of a second healthcare provider designated by the Board. If the second opinion is in conflict with the member's first medical verification, the Board may request, at the Board's expense, that the SEE see a mutually agreed upon healthcare provider to give a final and binding opinion regarding the need for continued assault leave.

4. Falsification of either the signed statement or a physician's certificate may be grounds for suspension or termination of employment under ORC Section 3319.16.

5. SEEs shall not be charged assault leave when school is not in session or when the member is not required to report to work.

F. Verbal Assault Leave

1. A SEE not physically assaulted but who is emotionally distraught due to a threat of physical injury that is direct, specific and plausible will receive up to two (2) days off without loss of pay, as long as the SEE reports the threat to the police.

2. SEEs shall not be charged verbal assault leave when school is not in session or when the SEE is not required to report to work.

PROFESSIONAL LEAVE

A. Eligibility for Leave

A SEE may initiate a request or be assigned to attend professional conferences designed to improve the SEE's effectiveness in his/her assigned area(s).

B. Application for Leave

Application for professional leave shall be made by the SEE completing the form provided by the Board, and submitting it to his/her district supervisor.

C. Restriction

1. In determining whether to approve requests, the value of the conference relative to the costs of attendance shall be considered along with the availability of funds within the Board's annual appropriation.

2. The number of SEEs attending any particular conference may be limited, and priority generally will be given to a SEE who has not, previously, been assigned to attend conferences.

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

FAMILY AND MEDICAL LEAVE

A. To be eligible for FMLA Leave, the SEE must:

1. Have been working for the Board for at least twelve (12) months before the leave request (these do not need to be consecutive months); and

2. Have worked at least one thousand two hundred fifty (1,250) hours during the twelve (12) month period preceding the FMLA Leave.

3. Provide the Board with thirty (30) days advance notice when the need is foreseeable and such notice is practicable.

B. A SEE may take up to twenty-six (26) workweeks of leave during a single twelve (12) month period to care for a covered service member who is the spouse, son, daughter, parent, or next of kin of the SEE.

C. An eligible SEE may take up to twelve (12) workweeks of paid (if sick leave is available) or unpaid leave ("FMLA Leave") in any school year (August 1st through July 31st) for one (1) or more of the following circumstances:

1. The birth of a SEE's child and to care for the child up to age one (1);

2. The placement of a child with a SEE for adoption or foster care, up to a twelve (12) month period after the placement;

3. To care for the spouse, child, or parent of a SEE when that family member has a serious health condition;

4. The SEE's inability to perform the functions of the position because of the SEE's own serious health condition.

5. For qualifying military situations arising when a SEE's spouse, son, daughter or parent is on active duty or is called to active duty status.

D. A "serious health condition" is defined as one that involves either inpatient care or one where the period of incapacity: (1) is more than three consecutive calendar days and involves treatment by a health care provider, (2) is due to incapacity due to pregnancy or prenatal care, (3) is a period of incapacity or treatment for such incapacity due to a chronic serious health condition, (4) is a period of incapacity which is permanent or long-term due to a condition for which treatment may not be effective, or (5) any period of absence to receive multiple treatments (including

any period of recovery therefrom) by a health care provider or by a provider of health care services under orders of, or on referral by, a health care provider. Conditions for which cosmetic treatment are administered are not "serious health conditions" unless complications develop.

E. Spouses employed by the Board are jointly entitled to a combined total of twelve (12) weeks of FMLA Leave if the FMLA Leave is requested for the birth or placement of a child or to care for an ill parent (but not parent-in-law). Spouses employed by the board are jointly entitled to a combined total of twenty-six (26) of FMLA leave if the leave is requested to care for a covered service member.

F. For purposes of this section, a qualifying military situation arises when a SEE spouse, son, daughter, or parent is on active duty or called to active duty status (i.e., not on active duty in the Armed Forces) and includes, but is not limited to, the following situations:

1. Attendance at official military sponsored events

2. To provide or arrange for alternative child care or schooling

3. To make financial or legal arrangements to address the SEE address while on active duty

4. Counseling

5. Rest and recuperation, and

6. Post-employment activities.

For purposes of military caregiver leave, a covered service member is a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury incurred in the line of active duty that renders a service member medically unfit to perform his or her duties and for which the service member is undergoing medical treatment, recuperation, therapy or otherwise in an out-patient status or on temporary disability retired list.

G. Sick leave taken shall be counted as FMLA Leave if the reasons for taking it qualify as FMLA reasons.

H. The Board shall maintain coverage under the group health plans and life insurance plans for the duration of the unpaid FMLA leave at the level and under the conditions that would have been provided if the employee had continued to work

and not taken leave. Payment of the employee's required contribution toward the premium (if any) is due the first day of the month. Failure to make payment within thirty (30) days will result in termination of coverage during the unpaid FMLA Leave. The SEE shall accrue seniority but shall not accrue any other employment benefits during the unpaid FMLA Leave.

I. The Board shall notify the SEE of FMLA eligibility within three business days of learning of the need for the FMLA leave.

J. For unpaid FMLA Leave the Board retains the right, at its own expense, to require the member to obtain the opinion of a second health care provider designated by the Board. If the second opinion is in conflict with the first, the Board may request, at the Board's expense, the SEE to see a mutually agreed upon health care provider to give a final and binding opinion regarding eligibility for unpaid FMLA leave. The SEE and Board must each act in good faith to attempt to reach agreement on whom to select for the third opinion provider. If the Board does not attempt in good faith to reach agreement, the Board will be bound by the first certification. If the SEE does not attempt in good faith to reach agreement, the SEE will be bound by the second certification.

K. Intermittent Leave and Reduced-Work Schedule

1. Intermittent leave means leave taken in separate periods of time due to a single illness or injury, rather than for one continuous period of time, and may include leave of periods from an hour or more to several weeks. Examples of intermittent leave would include leave taken on an occasional basis for medical appointments, or leave taken several days at a time spread over a period of six months, such as for chemotherapy.

2. When medically necessary, a SEE may take intermittent FMLA Leave or a reduced-work schedule to care for a spouse/child/parent who has a serious health condition. The SEE shall make reasonable efforts to schedule treatment so as not to unduly disrupt the regular operations of the Board.

3. Where FMLA Leave is taken because of birth or placement for adoption or foster care, a SEE may take leave intermittently or on a reduced-work schedule only if the Board agrees.

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

L. Return to Work

1. At the end of unpaid FMLA Leave, the Board shall restore the SEE to the same or to an equivalent position with equal benefits, pay, and other terms and conditions of employment.

2. When a SEE is medically able to return to work after using unpaid FMLA Leave because of a serious personal health condition, he/she shall provide the Board with a statement from his/her health care provider that the employee is able to resume the job functions for his/her position.

3. Should a SEE not return to work at the end of the unpaid FMLA Leave or contractual leave that is adjacent to the FMLA leave for reasons other than the continuation, recurrence, or onset of the serious health condition that gave rise to the FMLA Leave or for circumstances beyond the SEE control, the SEE shall reimburse the Board for the health insurance premiums paid by the Board during the unpaid FMLA Leave period. A SEE shall be required to support his/her claim of inability to return to work because of the continuation, recurrence, or onset of the serious health condition. Certification from the SEE health care provider shall be provided in a timely manner, and no later than thirty (30) calendar days after the claimed inability to return. If this certification is not provided in a timely manner, the Board may recover the health benefit premiums it paid during the period of unpaid FMLA Leave.

M. All terms which are not defined in this Article shall have the same meaning as those terms defined in the Family and Medical Leave Act of 1993, as amended January 16, 2009. If there are any inconsistencies between this Article of the Agreement and the Family and Medical Leave Act of 1993, the Family and Medical Leave Act of 1993 shall prevail.

MILITARY LEAVE

A SEE engaged in military service will receive leave and reinstatement rights in accordance with the requirements of applicable Federal and Ohio law.

MILEAGE REIMBURSEMENT

A SEE who is assigned to more than one (1) school per day and is required by the Board to use his/her own automobile to perform his/her assigned duties shall be reimbursed for all such travel. SEEs will also be reimbursed for travel when required to attend

mandatory training meetings that involve considerable distance. Rate of compensation is approved IRS rate.

PAYROLL PRACTICES

Paychecks will be biweekly on Friday, during the term of employment. SEEs are required to receive his/her wages in twenty-six (26) bi-weekly, substantially equal pays. In order to facilitate payroll procedures, pay will be one week in arrears. All SEEs are required to receive their paychecks via direct deposit and their pay stub via email.

PERSONNEL FILES

A. Right to Review

A SEE shall have the right, upon request, to examine and obtain a copy of any information in his/her personnel file except for information classified by law as confidential.

B. Right to See Copy of Material in File

If an Administration communication or a communication received from parents and other nonprofessionals regarding a SEE is intended to become a part of the SEE's file, it shall be reviewed by SEE's boss and the SEE involved and such SEE shall be afforded the opportunity to file a written reply. After receiving the communication, the SEE shall sign it to acknowledge he/she has had the opportunity to review it. This signature shall not indicate agreement with the substance of the communication.

C. Right to Challenge Contents of File

1. A SEE will have the right to indicate which, if any, document(s) or other material(s) in his/her personnel file is obsolete or otherwise inappropriate for retention.

2. Such document(s) will then be reviewed by an appropriate member of the administrative staff.

3. In determining whether a document is "obsolete or otherwise inappropriate for retention," the standards set forth in ORC Section 1347.05 shall apply.

D. Maintenance of Files

Neither the Board nor any Administrator shall maintain confidential and separate files on personnel in the form of communications from parents or computerized information which the SEE has neither seen or had the right to challenge.

E. Public Request to View Personnel Files

In the event any person, other than Administration or a Board member, seeks to review the personnel file of a SEE, the SEE shall be notified of such request. Such notice shall include the name of the person making the request, the date the request was made and, if scheduled, the date and time of the review, if applicable.

SEVERANCE PAY

A. A SEE shall receive severance pay upon quitting his/her employment in the District and/or retiring from active service providing he/she; (1) is approved for retirement benefits by the State Employees Retirement System (SERS), or (2) is at least fifty (50) years old and has worked at least ten (10) full years in the District, or (3) has fifteen (15) or more years service credit with the SERS and at least ten (10) full years of employment in the District.

B. A qualifying SEE shall receive severance pay equal to forty percent (40%) of two hundred (200) days; i.e., a benefit of up to eighty (80) days of his/her accumulated and unused sick leave. If a qualifying SEE does not have sufficient sick leave to qualify for maximum severance resigns or retires after fifteen (15) or more years employment in the district, then the severance pay to which he/she is entitled shall be supplemented by one day's pay for each year of employment in the district, provided that the total severance pay shall not exceed the eighty (80) day cap.

C. The payment shall be based on average hours assigned for the last three (3) years of employment. Hours will be based on the last three (3) wage notices issued by June 30 of each year. Wages will be based on final wage rate at the time of retirement.

D. The payment will be made in one lump sum within ninety (90) calendar days of the last work day with the District.

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

VACATION DAYS

A. SEEs assigned to at least two hundred sixty (260) days of work per year (excluding paid holidays) will be granted paid vacations as follows:

11 days- less than six years
14 days- six years, less than nine years
17 days- nine years, less than fourteen years
22 days- fourteen years, less than twenty years
27 days-twenty years and over.

For purposes of vacation accrual, the passage of each August 1 defines one year.

B. Vacation will be awarded on August 1 of each year for the year to be worked and may be taken upon accrual at times requested by the SEE and recommended and approved by his/her supervisor. Requests must be made at least three (3) days in advance, except: (1) this requirement can be waived by the administration and (2) a one-day or two-day vacation can be taken with one (1) workday's notice.

C. A maximum of ten (10) days of unused vacation will be carried forward to the next year.

D. When a SEE moves from a position that does not qualify for vacation to a vacation qualifying position, placement on the vacation schedule will be determined by the following formula:

(Total years in a nine month position) times (.75) example:

13 years as ninemonth employee moving to a twelvemonth position (13) x (.75) = 8.25 twelvemonth years, therefore, the SEE receives fourteen (14) prorated days of vacation and after one (1) year in the twelve month position, the SEE would be entitled to seventeen (17) days of vacation.

(Total years in a ten and one-half month [220 days] position) times (.85) example:

13 years as a ten and one-half month (220 days) employee moving to a twelve-month position (13) x (.85) = 11.05 twelve-month years, therefore the SEE receives seventeen (17) prorated days of vacation and after three (3) years in the twelve (12) month position, the SEE would be entitled to twenty-two (22)-days of vacation.

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

WADSWORTH CITY SCHOOLS EVALUATION INSTRUMENT

Wadsworth City Schools Evaluation Instrument
Administrators and Exempt Employees

EMPLOYEE _____ EVALUATOR _____

DEPT. _____ POSITION _____ DATE _____

Performance Traits	*Rating (Numerical Score)*	*Numerical Score (from previous column)*	*Comments*
1. PROFESSIONAL EXPERTISE Knowledge of job, qualifications	Accomplished (4)		
2. TEAMWORK: Teamwork, works well with others, cooperates with colleagues	Accomplished (4)		
3. PROFESSIONAL CHARACTER: Appearance, courtesy, attitude, public relations, communication	Accomplished (4)		
4. PERSONAL JOB ACCOMPLISHMENTS/INITIATIVE: Motivation, reliability, dependability, interest in work	Accomplished (4)		
5. LEADERSHIP: Sets example, provides direction, has vision	Accomplished (4)		

SALARY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Wadsworth City Schools Evaluation Instrument
Administrators and Exempt Employees

6. QUALITY OF WORK: Accuracy, neatness, thoroughness, standard of work	Accomplished (4)		
7. QUANTITY OF WORK: Volume, amount, speed, turn-around time, projects	Accomplished (4)		
8. PROFESSIONAL GROWTH: Activities, programs, initiatives	Accomplished (4)		
9. ATTENDANCE: Punctual, absenteeism	Accomplished (4)		
GENERAL COMMENTS:			
	RATING TOTAL	0	**OVERALL RATING**: Accomplished Accomplished 32-36 Skilled 23-31 Developing 14-22 Ineffective 9-13



HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

August 1, 2020 ~~201~~7-July 31, 2021 ~~2020~~

Revised June 2020 ~~August 2018~~

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

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HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

DECLARATION

The following benefit provisions apply to all those persons employed by the Board of Education and officially classified as an Hourly Exempt Employee, "HEE". The following position is classified as HEE for the purpose of this Benefit Provision:

Administrative Assistant to Career Technical Director

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

WAGE RANGE & SCHEDULE

Position	~~2017-2018~~		~~2018-2019~~		2020-2021 ~~2019-2020~~		Days	Hrs./ Day
	~~Low~~	~~High~~	~~Low~~	~~High~~	Low	High		
Admin. Asst. to Compact Director	~~$20.97~~	~~$26.65~~	~~$21.49~~	~~$27.32~~	$22.13	$28.14	**Varies	4.5

*Hourly Employees with a 2- or 4-year degree applicable to their responsibilities will receive an additional $.45 per hour.

**11 days prior to the first student day and 5 days beyond the last student day. Student day is determined by the compact school district whose school year begins first and ends last.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

CALAMITY DAYS

A. Unless notified otherwise by supervisory personnel or administration, HEE who are contracted to work in excess of two hundred and thirty five (235) or more days are expected to report to work when the school(s) in which they are employed are closed owing to an epidemic or other public calamity. HEE required to work on these days shall be paid one (1) calamity day in addition to their regular pay for each hour actually worked for up to five (5) calamity days. Any calamity day beyond the first five (5) will be paid at straight time.

B. HEE who work in excess of two hundred and thirty five (235) days shall be paid for regular time lost if said epidemic or calamity prevents them from reporting, or causes them to be late.

C. HEE who work in excess of two hundred and thirty five (235) days are required to make every reasonable effort to be present to assist in the routine tasks to be performed and in coping with the emergency.

COMPENSATION SYSTEM (YEARLY)

CONCEPT

Each administrator and exempt employee has a base salary or hourly rate, the starting point of which is determined at his/her date of hire (see description below). Each year the Board of Education will determine a dollar amount available for raises to administrators and exempt employees. If the Board of Education determines money is available, the Superintendent will be responsible for determining how the money will be distributed to the employees. The Superintendent will determine a base percentage increase that will be given to all employees. In addition to the uniform base percentage increase, an additional uniform percentage will be available for employees who have met their performance goals and have the highest rating possible on their summative evaluation for the year (see description below). Within the parameters written above, the total compensation increase an employee receives in a given year cannot exceed the top of the salary range for his/her position in the year in question.

HIRING SALARIES/HOURLY RATE

The determination of the appropriate starting salary or hourly rate for new hires will be made by the Superintendents' of the districts comprising the Four Cities Compact.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Starting salaries or hourly rates should be at, or toward, the minimum of the assigned salary or hourly rate range. A starting salary or hourly rate which is higher than the minimum assigned salary or hourly rate range may be granted for such reasons as education and/or work experience directly applicable to the job which exceeds the minimum qualification requirements, a competitive market situation, a special or specific talent, etc. Salary or hourly rate levels of current District employees should also be considered in determining new hire salaries or hourly rates.

ATTAINMENT OF PERFORMANCE GOALS

At the beginning of each school year, the employee will set a minimum of two (2) performance goals collaboratively with his/her direct supervisor. In years where the Four Cities Compact has allocated money for raises, employees who meet their performance goals and who have the highest rating possible on their summative evaluation for the year will receive the additional uniform percentage available.

Whether an employee has met his/her performance goals is determined by the direct supervisor, in consultation with the Superintendents, and involves a portfolio based system that provides supporting evidence of results/outcomes.

SALARY/HOURLY STRUCTURE ANALYSIS

In response to market trends, the salary/hourly rate structures should be reviewed and updated, as appropriate. A market analysis should be completed using comparable school districts in our area.

RATIONALE

This system allows for performance-based financial incentives while creating an atmosphere where everyone can "win" if they have met their performance goals and have achieved at the highest level on their summative yearly evaluation. Performance goals and the evaluation instrument are known to the employee from the beginning, thus eliminating to a great degree the idea of a supervisor being "arbitrary" with decisions that are made. All of this is done within the dollar amount allocated by the Superintendents' of the Four Cities Compact, in consultation with their Boards of Education.

DISCIPLINARY PROCEEDINGS

Appropriate discipline may include oral or written reprimand, suspension with or without pay, reduction, demotion and/or termination.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

EVALUATION

A. All HEE will be formally evaluated at least once each year by May 15 for HEE with less than two hundred sixty (260) day contracts, and June 15 for HEE with two hundred sixty (260) day contracts (See Appendix A for a copy of the evaluation instrument).

B. The purpose of such an evaluation is to promote better understanding of the consistent requirements of each position and expectations of the Administration of the HEE's productivity and the specific performance objective or targets to be achieved in a period covered by the evaluation and to point out and to attempt to mutually correct any deficiencies the HEE may have in his/her job performance. Expectations will be communicated to the HEE sufficiently in advance of the evaluation to provide an opportunity to meet expectations. Copies of the written evaluation will be given to the HEE evaluated and a copy will be filed in the HEE's personnel file.

C. The evaluator shall give the HEE a signed copy of the evaluation at least two (2) workdays prior to the post-evaluation conference. The HEE shall have an opportunity to discuss the evaluation with the evaluator. Where appropriate, suggestions for improvement will be made to the HEE. No HEE shall be adversely evaluated without just cause.

D. The HEE shall sign the evaluation form, which signifies only that the HEE has seen and discussed the evaluation; the HEE's signature does not signify agreement with the evaluation. The HEE will have ten (10) workdays after the above conference to notify the evaluator that he/she will file a written response to the evaluation with the Superintendent or designee. The response will be attached to and made part of the evaluation.

E. An HEE will be evaluated on his/her work performance by his/her immediate supervisor/administrator.

FBI CHECK

The Board shall pay for the cost of any FBI check provided the HEE-initiated the background check through central office.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

FLEX TIME

Flex time should be used within the pay period it is accrued. If this is not possible, then every effort should be made to use it in the next pay period. The maximum flex time that can be accrued at any one time is twelve (12) hours.

HOLIDAY PAY

A. Any HEE who is required to work on the day observed as a holiday shall receive time and one half (1 1/2) for all hours worked in addition to pay for the holiday.

B. Holidays granted and paid are as follows: New Year's Day, Martin Luther King Day, Memorial Day, ~~Fourth of July (for two hundred sixty (260) day HEE),~~ Labor Day, Thanksgiving, the day after Thanksgiving, and Christmas Day. Good Friday also shall be a paid holiday in years when school is not in session on that day. HEE assigned to work two hundred sixty (260) days or more will also receive ~~a floating holiday to be used on either~~ Fourth of July, Christmas Eve~~,~~ and New Year's Eve ~~day, Presidents' Day or July 3 at the HEE's option~~.

C. In order to qualify for holiday pay, an HEE must be either working his/her last scheduled work day prior to the holiday and his/her first scheduled work day after the holiday, or be properly excused. Members on unpaid leave shall not be eligible for holiday pay.

D. In the event a holiday falls on Saturday, Friday will be the paid holiday. If it falls on Sunday, then, Monday will be the paid holiday.

INSURANCE

GENERAL PROVISIONS

A. Right to Insurance Benefits

In addition to the salary and other payments, the compensation of full-time HEE shall include the insurance benefits provided herein. HEE who are scheduled to work less than seventy-five percent (75%) of full-time shall not be eligible for insurance benefits. A full-time is defined as those who are contracted to work one thousand two hundred fifty (1,250) hours or more in a work year.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

B. Distribution of Insurance Cards

Each HEE shall be issued a current insurance card.

PREFERRED PROVIDER ORGANIZATION (PPO)

A. Method of Payment
HEE shall pay a portion of the monthly premium according to the following schedule:

Single: 9%
Family: 6%

~~Cap on premium share, as follows:~~
~~Year 1: Single: $70; Family: $100;~~
~~Year 2: Single: $70; Family: $110; and~~
~~Year 3: Single: $75; Family: $115.~~

B. Specifications
Wadsworth City Schools – Base Plan
Blue Access® (PPO)
Effective 07/01/2017

Covered Benefits	Network	Non-Network
Deductible (Single/Family)	$250/$500	$1,000/$1,600
Out-of-Pocket Limit (Single/Family)	$1,250/$2,500	$3,400/$6,800
Covered Benefits	**Network**	**Non-Network**
Physician Home and Office Services (PCP/SCP) **Primary Care Physician (PCP)/** **Specialty Care Physician (SCP)** Including Office Surgeries and allergy serum: • allergy injections (PCP and SCP) • allergy testing • MRAs, MRIs, PETS, C-Scans, Nuclear Cardiology Imaging Studies, non-maternity related Ultrasounds and pharmaceutical products	$20/$20 20% 20% 20%	30% 30% 30% 30%

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Preventive Care Services Services included but not limited to: Routine medical exams, Mammograms, Pelvic Exams, Pap testing, PSA tests, Immunizations, Annual diabetic eye exam, Hearing screenings and Vision screenings which are limited to Screening tests (i.e. Snellen eye chart) and Ocular Photo screening.	No cost share	30%
Emergency and Urgent Care **Emergency Room Services** • **facility/other covered services** (copayment waived if admitted) **Urgent Care Center Services** • MRAs, MRIs, PETS, C-Scans, Nuclear Cardiology Imaging Studies, Non-maternity related Ultrasounds and pharmaceutical products • Allergy injections • Allergy testing	$100 $25 20% 20% 20%	$100 30% 30% 30% 30%
Inpatient and Outpatient Professional Services Include but are not limited to: • Medical Care visits (1 per day), Intensive Medical Care, Concurrent Care, Consultations,Surgery and administration of general anesthesia and Newborn exams	20%	30%
Inpatient Facility Services (Network/Non-Network combined) Unlimited days except for: • 60 days for physical medicine/rehab (limit includes Day Rehabilitation Therapy Services on an outpatient basis) • 180 days for skilled nursing facility	20%	30%

Covered Benefits	Network	Non-Network
Outpatient Surgery Hospital/Alternative Care Facility • Surgery and administration of general anesthesia	20%	30%

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Other Outpatient Services including but not limited to: • Non-Surgical Outpatient Services for example: MRIs, C-Scans, Chemotherapy, Ultrasounds, and other diagnostic outpatient services. • Home Care Services 30 visits (excludes IV Therapy) (Network/Non-Network combined) • Durable Medical Equipment, Orthotics and Prosthetics • Physical Medicine Therapy Day Rehabilitation programs • Hospice Care • Ambulance Services	20% 20% 20%	30% 20% 20%
Outpatient Therapy Services (Combined Network & Non-Network limits) • Physician Home and Office Visits (PCP/SCP) • Other Outpatient Services @ Hospital/Alternative Care Facility Limits apply to: • Cardiac Rehabilitation Unlimited • Pulmonary Rehabilitation Unlimited • Physical Therapy: 60 visits • Occupational Therapy: 60 visits • Manipulation Therapy: 12 visits • Speech therapy: 20 visits • Teledoc (Live Health Online)	 $20/$20 20%	 30% 30%
Accidental Dental: Unlimited per accident (Network and Non-network combined)	Copayments/Coinsurance based on setting where covered services are received	30%
Behavioral Health: **Mental Illness and Substance Abuse**[2] • Inpatient Facility Services • Physician Home and Office Visits (PCP/SCP) • Other Outpatient Services. Outpatient Facility @ Hospital/Alternative Care Facility, Outpatient Professional	 20% $20 20%	 30% 20% 20%
Human Organ and Tissue Transplants[3] • Acquisition and transplant procedures, harvest and storage.	20%	30%

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Covered Benefits	Network	Non-Network
Prescription Drugs **Network Tier structure equals 1/2/3**		
• **Network Retail Pharmacies:** (30-day supply)	$10 generic/$20 preferred brand/$30 Non-preferred generic & brand	50%, min $30[5]
• **Home Delivery Service:** (90-day supply)	$25 generic/$50 preferred brand/$70 Non-preferred generic & brand	Not covered
Member may be responsible for additional cost when not selecting the available generic drug.	Rx OOP Max: $6,525 Single/$13,050 Family	
Medicare Rx - Wrap		

Notes:

- All medical deductibles, copayments and coinsurance apply toward the out-of-pocket maximum (excluding Non-Network Human Organ and Tissue Transplant (HOTT) Services). Prescription drug cost shares have a separate out-of-pocket maximum.
- Deductible(s) apply to covered medical services listed with a percentage (%) coinsurance, including 0%. However, the deductible does not apply to Emergency Room Services where a copayment & (%) coinsurance applies and may not apply to some Behavioral Health services where coinsurance applies.
- Network and Non-network deductibles, copayments, coinsurance and out-of-pocket maximums are separate and do not accumulate toward each other.
- Dependent Age: to end of the month which the child attains age 26
- Specialist copayment is applicable to all Specialists excluding General Physicians, Internist, Pediatricians, OB/GYNs and Geriatrics or any other Network Provider as allowed by the plan.
- When allergy injections are rendered with a Physicians Home and Office Visit, only the Office Visit cost share applies. When the Office Visit cost share is a % coinsurance, deductible and coinsurance apply to allergy injections.
- No cost share (NCS) means no deductible/copayment/coinsurance up to the maximum allowable amount. 0% means no coinsurance up to the maximum allowable amount. However, when choosing a Non-network provider, the member is responsible for any balance due after the plan payment.
- PCP is a Network Provider who is a practitioner that specializes in family practice, general practice, internal medicine, pediatrics, obstetrics/gynecology, geriatrics or any other Network provider as allowed by the plan.
- SCP is a Network Provider, other than a Primary Care Physician, who provides services within a designated specialty area of practice.
- Certain diabetic and asthmatic supplies, except diabetic test strips, have no deductible/copayment/ coinsurance up to the maximum allowable amount at network pharmacies.
- Benefit period = calendar year
- Mammograms (Diagnostic) are no copayment/coinsurance in Network office and outpatient facility settings.
- Behavioral Health Services: Mental Health and Substance Abuse benefits provided in accordance with Federal Mental Health Parity.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

- Preventive Care Services that meet the requirements of federal and state law, including certain screenings, immunizations and physician visits are covered.
- Private Duty Nursing – limited to 82 visits/Calendar Year
- Vision limited services – additional vision services are covered when specifically coded as determination of refraction, routine ophthalmological examination including refraction for new and established patients, and a visual functional screening for visual acuity. No additional ophthalmological services are covered as part of the medical coverage.
- Plan to exclude for elective abortions.

2 We encourage you to review the Schedule of Benefits for limitations.
3 Kidney and Cornea are treated the same as any other illness and subject to the medical benefits.
4 Rx non-network diabetic/asthmatic supplies not covered except diabetic test strips.

Precertification:

Members are encouraged to always obtain prior approval when using non-network providers. Precertification will help the member know if the services are considered not medically necessary.

Pre-existing Exclusion Period: none

This summary of benefits has been updated to comply with federal and state requirements, including applicable provisions of the recently enacted federal health care reform laws. As we receive additional guidance and clarification on the new health care reform laws from the U.S. Department of Health and Human Services, Department of Labor and Internal Revenue Service, we may be required to make additional changes to this summary of benefits.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

WELLNESS RIDER

The wellness program will consist of a combination of activities that are designed to increase awareness, assess risk, educate and promote voluntary behavior change to improve the health of an individual. The objective is to encourage modifications of member health status and enhance personal well-being and productivity, with a goal of preventing injury and illness.

The program includes the following provisions:

(1) An annual voluntary onsite biometric screening or physician directed preventive exam will be provided at no cost to the employee. Onsite biometric screenings or physician directed examinations shall be conducted around the summer/fall of each calendar year. The screening shall provide (but not be limited in application to as determined by the District) confidential employee information in four (4) key wellness categories:

- Non-smoker or participation in a smoking cessation program
- Low density Li-protein (LDL)/High-density Li-protein (HDL) and Total Cholesterol
- Body Mass Index (BMI)
- Blood Pressure (BP)

(2) ~~Effective January 1, 2018 all WESPA members and any new members hired subsequent to January 1, 2018 who voluntarily participated in the previous fall onsite biometric screening or physician directed preventive exam earn health credits applicable to the following calendar year. The value of health credits in the following calendar year will be issued exclusively based on the employee's participation in either the onsite biometric screening or physician directed preventive exam. Single enrollees shall earn a credit of $100 to be applied to a Health Reimbursement Account (HRA) on a calendar year basis. Family enrollees shall earn a health credit of $200 to be applied to a Health Reimbursement Account (HRA) on a calendar year basis. Employer contributions to the HRA will expire at the end of the calendar year for which they are earned if they are no used.~~

~~(3) Effective January 1, 2019, employees who voluntarily participated in the 2018 onsite biometric screening or physician directed preventive exam will have the opportunity to earn HRA credits. The value of HRA credits in the 2019 calendar year will be based on four key biometric components. Each~~

~~component shall be equal to a credit value of $25 for single enrollees or $50 for family enrollees. In no event will the total value of credits exceed $100 for a single enrollee or $200 for a family enrollee. HRA credits are non-transferable and are only valid against allowable medical expenses incurred and applicable during the 2019 calendar year.~~

Beginning in 2019 and applicable for each subsequent calendar year, HRA credits shall be issued subject to the terms and conditions outlined herein, credits shall be provided on the following basis:

- Participation in the immediately preceding period's onsite biometrics initiative or physician directed preventive exam.

- Employee certification of being a non-smoker or successful completion of a physician directed smoking cessation program during the year shall be worth $25/single or $50/family.

- Total Cholesterol Score of 240 or less. Or, should the employee's score be in excess of 240, physician certification of the employee's participation in a management program to reduce their cholesterol risk or certification of the employee's inability to reduce this risk due to a related medical condition. Or, should the employee's total cholesterol be in excess of 240, a 5% improvement over the prior year's total cholesterol provided that the employee participated in the prior year's onsite or physician directed examination process. Completion of any of the above three conditions shall be worth $25/single or $50/family.

- Body Mass Index (BMI) of 30 or less. Or, should the employee's BMI be in excess of 30, physician certification of the employee's participation in a management program to reduce their BMI or certification of the employee's inability to reduce this risk due to a related medical condition. Or, should the employee's BMI be in excess of 30, a 5% improvement over the prior year's BMI provided that the employee participated in the prior year's onsite or physician directed examination process. Completion of any of the above three conditions shall be worth $25/single or $50/family.

- Blood Pressure of 140/90 or less. Or, should the employee's blood pressure be in excess of 140/90, physician certification of the employee's participation in a management program to reduce their blood pressure or certification of the employee's inability to reduce this risk due to a related medical condition. Or, should the employee's blood pressure be in excess of 140/90, a 5% improvement over both the

prior year's Systolic and Diastolic blood pressure number provided that the employee participated in the prior year's onsite or physician directed examination process. Completion of any of the above three conditions shall be worth $25/single or $50/family.

(4) For each year after 2018, employees who voluntarily participated in the immediately preceding prior onsite biometric screening or physician directed preventive exam will have the opportunity to earn health credits for the following calendar year.

TERM LIFE INSURANCE

A. Right to Coverage

The Board shall purchase from a carrier licensed by the State of Ohio, group term life insurance in the amount of $50,000 for each regular, full-time HEE now or hereinafter employed.

B. Method of Payment

The full cost of this program and any increase thereof shall be paid by the Board.

C. Right to Purchase Additional Coverage

The Board shall allow an eligible HEE to purchase additional amounts of coverage through payroll deduction, provided the number electing to take advantage of this opportunity is adequate to meet the requirements of the insuring company. The Board may insist that the amount of such additional coverage shall be $50,000 or One Hundred Thousand Dollars $100,000, at the option of the HEE. The right to purchase such additional coverage is subject to availability and to all requirements imposed by the insurance carrier.

DENTAL INSURANCE

A. Right to Coverage

The Board shall self-fund and/or purchase from a carrier licensed in the State of Ohio, dental insurance coverage for each full-time HEE now or hereinafter employed, and his/her family.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

B. Method of Payment of Coverage

The full cost of such insurance shall be paid by the Board.

C. Right to Change Coverage Status

An HEE may change coverage during the districts open enrollment period or when the employee has a "change in life event" as defined by the insurance carrier.

Delta Dental PPO (Point-of-Service) Summary of Dental Plan Benefits for Group# 1151-5000, 5091

This Summary of Dental Plan Benefits should be read along with your Certificate. Your Certificate provides additional information about your Delta Dental plan, including information about plan exclusions and limitations. If a statement in this Summary conflicts with a statement in the Certificate, the statement in this Summary applies to you and you should ignore the conflicting statement in the Certificate. The percentages below are applied to Delta Dental's allowance for each service and it may vary due to the dentist's network participation.*
Control Plan – Delta Dental of Ohio
Benefit Year – January 1 through December 31
Covered Services –

	PPO Dentist	**Premier Dentist**	**Non-participating Dentist**
	Plan Pays	**Plan Pays**	**Plan Pays***
Diagnostic & Preventive			
Diagnostic and Preventive Services – exams, cleanings, fluoride, and space maintainers	**100%**	**100%**	**100%**
Sealants – to prevent decay of permanent teeth	**100%**	**100%**	**100%**
Brush Biopsy – to detect oral cancer	**100%**	**100%**	**100%**
Radiographs – X-rays	**100%**	**100%**	**100%**
Basic Services			
Emergency Palliative Treatment – to temporarily relieve pain	**80%**	**80%**	**80%**
Minor Restorative Services – fillings and crown repair	**80%**	**80%**	**80%**
Endodontic Services – root canals	**80%**	**80%**	**80%**
Periodontic Services – to treat gum disease	**80%**	**80%**	**80%**
Oral Surgery Services – extractions and dental surgery	**80%**	**80%**	**80%**
Other Basic Services – misc. services	**80%**	**80%**	**80%**
Major Services			
Major Restorative Services – crowns	**70%**	**70%**	**70%**
Relines and Repairs – to bridges, implants, and dentures	**70%**	**70%**	**70%**
Prosthodontic Services – bridges, implants, and dentures	**70%**	**70%**	**70%**
Orthodontic Services			

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Orthodontic Services – braces	**60%**	**60%**	**60%**
Orthodontic Age Limit –	**No Age Limit**	**No Age Limit**	**No Age Limit**

* When you receive services from a Nonparticipating Dentist, the percentages in this column indicate the portion of Delta Dental's Nonparticipating Dentist Fee that will be paid for those services. The Nonparticipating Dentist Fee may be less than what your dentist charges and you are responsible for that difference.

- Oral exams (including evaluations by a specialist) are payable twice per calendar year.
- Prophylaxes (cleanings) are payable twice per calendar year. Periodontal maintenance procedures are not a Covered Service for people under age 16.
- People with specific at-risk health conditions may be eligible for additional prophylaxes (cleanings) or fluoride treatment. The patient should talk with his or her dentist about treatment.
- Fluoride treatments are payable twice per calendar year for people up to age 19.
- Space maintainers are payable once per area per lifetime for people up to age 16.
- Bitewing X-rays are payable twice per calendar year for people under age 19 and once per calendar year for people age 19 and older. Full mouth X-rays (which include bitewing X-rays) are payable once in any five-year period. Vertical bitewing X-rays are payable once in any three-year period.
- Four periapical and two occlusal X-rays are payable per calendar year.
- Sealants are payable twice per tooth per lifetime for the occlusal surface of first and second permanent molars up to age 16. The surface must be free from decay and restorations.
- Crowns, inlays and onlays are Covered Services for people age 16 and older once in any five-year period. Recementation of crowns, inlays and onlays are payable once per lifetime for people age 16 and older. Prefabricated crowns are Covered Services on primary teeth.
- Composite resin (white) restorations are Covered Services on posterior teeth.
- Porcelain and resin facings on crowns are optional treatment on posterior teeth.
- Root canal treatment is payable once per tooth per lifetime. Retreatment of a previous root canal is payable once per tooth per lifetime.
- Certain oral surgery procedures including vestibuloplasty, frenulectomy, frenuloplasty, oroantral fistula closure, primary closure of sinus perforation and biopsy of hard tissue are Covered Services.
- Full and partial dentures are payable once in any five-year period. Tissue conditioning is payable twice in any 12- month period. Chairside reline and rebase of dentures are payable once in any calendar year. Lab reline and rebase of dentures are payable once in a three-year period. Adjustments of dentures are payable once in any calendar year.
- Recement of bridges is payable once per lifetime. Repair of bridges is payable once in any five-year period.
- Implants and implant related services are payable once per tooth in any five-year period.
- Emergency palliative treatment is a Covered Service twice in any calendar year. Consultations (by other than the treating dentist) are Covered Services once in any calendar year. Occlusal guards and occlusal adjustments are not Covered Services.

Having Delta Dental coverage makes it easy for you to get dental care almost everywhere in the world! You can now receive expert dental care when you are outside of the United States through our Passport Dental program. This program gives you access to a worldwide network of dentists and dental clinics. English-speaking operators are available around the clock to answer questions and help you schedule care. For more information, check our Web site or contact your benefits representative to get a copy of our Passport Dental information sheet.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

Maximum Payment – $3,000 per person total per Benefit Year on all services except orthodontics. $1,500 per person total per lifetime on orthodontic services.

Deductible – $25 Deductible per person total per Benefit Year limited to a maximum Deductible of $50 per family per Benefit Year. The Deductible does not apply to oral exams, preventive services, consultations, office visit for observation, X-rays, brush biopsy, sealants, and orthodontic services.

Any expenses incurred by an eligible person for covered services during the last three months of a benefit year and applied to the Deductible for that benefit year will also be applied to the Deductible for the following Benefit Year.

The Deductible met under the previous carrier for the period January 1, 2014 through June 30, 2014 will be applied to the

2014 calendar year Deductible with Delta Dental. It is the Subscriber's responsibility to provide Delta Dental with adequate documentation of the Deductible met under the previous carrier.

Waiting Period – Employees who are eligible for dental benefits are covered as identified in your contract with the school district.

Eligible People – All eligible contracted employees of the school district who elect the dental plan. The Contractor and Subscriber share the cost of this plan.

Also eligible at your option are your legal spouse and your dependent unmarried children to the end of the month in which they turn 26 if eligible to be claimed by you as a dependent under the U.S. Internal Revenue code during the current calendar year. You and your eligible dependents must enroll for a minimum of 12 months. If coverage is terminated after 12 months, you may not re-enroll prior to the open enrollment that occurs at least 12 months from the date of termination. Your dependents may only enroll if you are enrolled (except under COBRA) and must be enrolled in the same plan as you. Plan changes are only allowed during open enrollment periods, except that an election may be revoked or changed at any time if the change is the result of a qualifying event as defined under Internal Revenue Code Section 125.

If you and your spouse are both eligible under this Contract, you may be enrolled as both a Subscriber on your own application and as a dependent on your spouse's application. Your dependent children may be enrolled on both applications as well. Delta Dental will coordinate benefits.

Benefits will cease on the last day of the month in which the employee is terminated.

LEAVE PROVISIONS

SICK LEAVE

A. HEE shall accrue sick leave as established by the Ohio Revised Code. Sick leave shall be charged as it is used in minimum increments of one-quarter (1/4) hours, with a maximum accumulation of two hundred eighty-four (284) days. The State mandated accumulation of Sick Leave is also established by the Ohio Revised Code. An HEE shall receive notification of his/her accumulated sick leave with each pay. An HEE who has not yet accumulated sufficient sick leave or who has

exhausted sick leave and personal leave shall be credited up to five (5) days of sick leave.

B. HEE may use sick leave, upon approval of the responsible administrative officer of the employee, for absence due to personal illness, pregnancy, injury, exposure to contagious disease which could be communicated to others, and to illness, injury or death in the HEE immediate family. Sick leave may also be used as follows: (1) for pregnancy as provided in the Ohio Revised Code. Absent medical verification of a need for a longer leave, the use of sick leave for pregnancy and/or child birth will not exceed six (6) weeks from date of delivery or eight (8) weeks from the date of delivery for a caesarean section, when documentation of the caesarean section has been provided; (2) for care of a spouse with a newborn baby up to a maximum of five (5) days. If an HEE requires more than five days, he/she will provide written documentation to the Superintendent; and (3) for the death of an aunt or uncle up to a maximum of two days. Babysitting for the HEE children or grandchildren is an inappropriate use of sick leave. When the administration suspects an abuse in the use of sick leave, the administration has the right to require an affidavit from a physician to verify the use of sick leave. Any misuse, abuse, or unauthorized use of sick leave will result in disciplinary action up to and including termination.

C. Any HEE whose job requires the operation of machinery or motor vehicle and who is on prescription medication that might impact the HEE ability to perform those functions must immediately inform his/her supervisor and provide a physician's statement verifying the member's fitness to operate such machinery or motor vehicle.

D. The local definition of "immediate family" is:

- Spouse of HEE
- Children or grandchildren of HEE or of his/her spouse
- Parents and stepparents of HEE and HEE's spouse
- Brothers and sisters of HEE and HEE's spouse
- Grandparents of HEE and HEE's spouse
- Son-in-law and daughter-in-law of HEE or of his/her spouse
- In the event of death, "immediate family" also includes aunts and uncles.

Any person *in loco* of the above (e.g., anyone residing in the same home with the HEE or any relative who clearly stands in the same relationship with the HEE as any of those so specified). An HEE must provide a written description of the facts on the District absence report form supporting the *in loco* situation.

E. HEE shall not be charged sick leave when school is not in session or when the HEE is not required to report to work.

PERSONAL LEAVE

A. Right to Leave

1. HEE shall be eligible for three (3) unrestricted days per school year.
2. HEE will not be charged personal leave on non-work days.

B. Notice of Intent to Use Leave

Notice of intent to use Personal Leave shall be provided by completing and delivering to the person the HEE directly reports to the prescribed form at least three (3) days in advance of the anticipated absence. If circumstances make advance notice impossible, the HEE shall notify the person they report to with his/her intent to use Personal Leave as soon as practicable.

C. Purpose of Leave

It is the intent of this Section to provide HEE with a means of dealing with personal matters that cannot be handled except during school hours.

D. Personal Leave must be taken in minimum increments of one-quarter (1/4) hour.

E. On occasion, special circumstances not covered by the provision above may arise and HEE may wish to request personal leave. Such requests shall be made in writing to the person the HEE reports to who may grant the personal leave on a paid or unpaid basis or may deny the request.

F. An HEE who abuses personal leave will be subject to discipline, up to and including termination.

G. Any unused personal leave hours at the end of the contract year (June 30) will be paid at the HEE's per diem rate. If the HEE desires to have unused personal leave converted to sick leave in lieu of receiving his/her per diem rate reimbursement for unused personal leave hours, he/she must submit a letter to the Treasurer's office by June 15.

UNPAID LEAVE

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

A. Unpaid Leave – Short Term

Unpaid leave of up to ten (10) days at one time may be granted, in writing, by the Superintendent or his designee upon prior written request to the Superintendent or his designee by the HEE. In emergency cases, verbal requests and approval shall be reported, in writing, by the supervisor or administrator granting the request.

B. Unpaid Leave – Long Term

Upon the written request of an HEE, the Board may grant Unpaid Leaves up to two (2) years in length.

PAID ADOPTION LEAVE

A. Adoptions in the United States

An HEE is eligible, upon adoption of a child in the United States, to use accumulated sick leave for up to a total of twenty (20) days, which may be taken after the Board receives documentation of the adoption. Such leave must be taken within a twelve (12) month period, during which period custody is received. If both adoptive parents are Board employees, either or both may use sick leave under this provision with the understanding that the combined sick leave taken by both will not exceed twenty (20) days.

B. Adoptions Outside the United States

If a child outside of the United States is adopted, an HEE will be able to use accumulated sick leave for up to a total of twenty (20) days, which may be taken after the Board receives documentation of the adoption. Such leave must be taken within a twelve (12) month period, during which period custody is received. Further, accumulated sick leave may be used for up to a total of ten (10) days for the adoption process, prior to receiving custody of the child. The scheduling of leave for the adoption process will be arranged between the HEE and the Superintendent. If both adoptive parents are Board employees, either or both may use sick leave under this provision with the understanding that the combined sick leave taken by both will not exceed thirty (30) days.

C. HEE will not be charged adoption leave on non-work days.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

UNPAID CHILD CARE LEAVE

A. Length of Leave

An HEE shall be granted unpaid child care leave to care for a newborn or an adopted child who is not yet school age. Unpaid child care leave and the absence (if any) charged to sick leave shall not exceed six (6) months. Unpaid child care leave shall start at the end of the use of sick leave (if any) and will expire no later than the end of the sixth month following the child's birth or date of adoption.

B. Eligibility for Leave

An HEE wishing to take unpaid leave for child care pursuant to this Section shall, as a prerequisite, file a letter of intent to use such leave, specifying its expected duration, not later than the end of the fifth (5^{th}) month of pregnancy or within four (4) months of pending adoption date.

C. Right to Return from Leave

1. An HEE who has elected not to take additional leave shall return to work as soon as the period of actual physical disability has ended. The HEE will notify the Superintendent in writing, of the date of her expected return as far in advance as possible.

2. An HEE who uses an additional unpaid leave for child care shall return on the date specified in the notice of intent to use the unpaid leave.

D. Rights While on Leave

An HEE who is absent on unpaid child care leave shall have the same rights, and only those rights, while on leave and upon returning from leave as any other HEE who is absent on unpaid leave pursuant to Ohio Revised Code.

E. Insurance Coverage While on Leave

An HEE on unpaid child care leave may continue all insurance coverage provided. Such coverage will be at his/her own expense unless otherwise required by statute. Payment for such coverage shall be made monthly by the HEE to the Treasurer.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

JURY DUTY

An HEE shall be granted time off for jury duty actually served during work hours and shall suffer no loss of pay. If an HEE has served on jury duty in excess of four (4) hours in a given day, the member need not report to work. Similarly, if an HEE has worked four (4) hours of his/her shift prior to reporting to jury duty, the HEE need not return to work. The HEE may keep any payment received for jury duty. Documentation of jury duty actually served must be submitted to the appropriate supervisor.

LEAVE PURSUANT TO SUMMONS OR SUBPOENA

A. Right to Leave for a Summons or Subpoena

Any HEE who is summoned or subpoenaed for a job-related issue shall be granted leave with no loss of pay or other benefits for days missed by reasons of the summons or subpoena. A summons or subpoena issued because of a student's custody issue is considered to be job related. A HEE receiving a subpoena to appear as a witness for a non-job related issue shall be eligible for leave under this section.

B. Right to Leave for a Non-Job Related Issue

Personal leave must be utilized for a summons issued because of a non-job related issue. If the HEE has exhausted his/her personal leave, and is summoned for something that is not job related, leave pursuant to summons or subpoena may be used in order to comply with the summons.

C. Leave not Covered

An HEE is not eligible for leave under this Section if the HEE is a party to the legal proceeding.

D. Duty to Report

If the HEE responsibility under the summons or subpoena requires the HEE participation in excess of four (4) hours in a given day, the member need not report to work. Similarly, if the HEE has worked four (4) or more hours of his/her shift and the HEE requires leave due to a summons or subpoena, the HEE need not return to work following completion of that responsibility. Documentation of the HEE's obligations under this Section must be submitted to the appropriate supervisor.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

ASSAULT LEAVE

A. Right to Leave

An HEE who is absent due to physical disability directly resulting from an assault, which occurs in the course of Board employment, while on duty either during school hours or where required to be in attendance at a school-sponsored function, shall be eligible to receive Assault Leave.

B. Notice of Intent to Use Leave

1. Such leave shall be granted, for a period not to exceed one hundred eighty (180) workdays, upon the HEE delivering to their immediate supervisor a signed Employee Report of Injury Form.

2. Such statement will indicate the nature of the injury, the date of its occurrence, the identity of the individual(s) causing the assault (if known), the facts surrounding the assault and willingness of the HEE to cooperate with the Board if the Board chooses to pursue legal action against the assailant(s).

C. Rights While On Leave

1. An HEE on Assault Leave shall be maintained on full pay status during the period of his/her leave with the exceptions listed in D and E below.

2. Leave granted under this Section shall not be charged against Sick Leave earned or earnable under ORC Section 3319.141 or leave granted under other section in the benefit provision plan.

D. Length of Leave

Assault Leave may be used for the period of the disability up to a maximum of one hundred (180) workdays.

E. Restrictions

1. If medical attention is required, the HEE shall supply a certificate from a licensed physician stating the nature of the disability and its duration.

2. The HEE must file a Workers Compensation claim with the Business Office. The pay of a HEE on Assault Leave shall be reduced by the amount received by him/her, if any, for Workers' Compensation as a benefit to cover loss of pay resulting from the injury. However, the HEE's pay shall not be reduced by benefits received from Workers' Compensation to cover occupational

diseases, medical expenses, nursing expenses, hospital services, medicines and/or rehabilitation services.

3. If an HEE is unable to return to work after using fifty (50) days for assault leave, he/she shall provide the Board medical verification of the need for additional assault leave. The Board retains the right, at its own expense, to require the HEE to obtain the opinion of a second healthcare provider designated by the Board. If the second opinion is in conflict with the member's first medical verification, the Board may request, at the Board's expense, that the HEE see a mutually agreed upon healthcare provider to give a final and binding opinion regarding the need for continued assault leave.

4. Falsification of either the signed statement or a physician's certificate may be grounds for suspension or termination of employment under ORC Section 3319.16.

5. HEE shall not be charged assault leave when school is not in session or when the member is not required to report to work.

F. Verbal Assault Leave

1. An HEE not physically assaulted but who is emotionally distraught due to a threat of physical injury that is direct, specific and plausible will receive up to two (2) days off without loss of pay, as long as the HEE reports the threat to the police.

2. HEEs shall not be charged verbal assault leave when school is not in session or when the HEE is not required to report to work.

PROFESSIONAL LEAVE

A. Eligibility for Leave

An HEE may initiate a request or be assigned to attend professional conferences designed to improve the HEE's effectiveness in his/her assigned area(s).

B. Application for Leave

Application for professional leave shall be made by the HEE completing the form provided by the Board, and submitting it to his/her district supervisor.

C. Restriction

In determining whether to approve requests, the value of the conference relative to the costs of attendance shall be considered along with the availability of funds within the Board's annual appropriation.

FAMILY AND MEDICAL LEAVE

A. To be eligible for FMLA Leave, the HEE must:

1. Have been working for the Board for at least twelve (12) months before the leave request (these do not need to be consecutive months); and

2. Have worked at least one thousand two hundred fifty (1,250) hours during the twelve (12) month period preceding the FMLA Leave.

3. Provide the Board with thirty (30) days advance notice when the need is foreseeable and such notice is practicable.

B. An HEE may take up to twenty-six (26) workweeks of leave during a single twelve (12) month period to care for a covered service member who is the spouse, son, daughter, parent, or next of kin of the HEE.

C. An eligible HEE may take up to twelve (12) workweeks of paid (if sick leave is available) or unpaid leave ("FMLA Leave") in any school year (August 1st through July 31st) for one (1) or more of the following circumstances:

1. The birth of an HEE's child and to care for the child up to age one (1);

2. The placement of a child with an HEE for adoption or foster care, up to a twelve (12) month period after the placement;

3. To care for the spouse, child, or parent of an HEE when that family member has a serious health condition;

4. The HEE's inability to perform the functions of the position because of the HEE's own serious health condition.

5. For qualifying military situations arising when an HEE's spouse, son, daughter or parent is on active duty or is called to active duty status.

D. A "serious health condition" is defined as one that involves either inpatient care or one where the period of incapacity: (1) is more than three consecutive calendar days and involves treatment by a health care provider, (2) is due to incapacity due

to pregnancy or prenatal care, (3) is a period of incapacity or treatment for such incapacity due to a chronic serious health condition, (4) is a period of incapacity which is permanent or long-term due to a condition for which treatment may not be effective, or (5) any period of absence to receive multiple treatments (including any period of recovery therefrom) by a health care provider or by a provider of health care services under orders of, or on referral by, a health care provider. Conditions for which cosmetic treatment are administered are not "serious health conditions" unless complications develop.

E. Spouses employed by the Board are jointly entitled to a combined total of twelve (12) weeks of FMLA Leave if the FMLA Leave is requested for the birth or placement of a child or to care for an ill parent (but not parent-in-law). Spouses employed by the board are jointly entitled to a combined total of twenty-six (26) of FMLA leave if the leave is requested to care for a covered service member.

F. For purposes of this section, a qualifying military situation arises when an HEE's spouse, son, daughter, or parent is on active duty or called to active duty status (i.e., not on active duty in the Armed Forces) and includes, but is not limited to, the following situations:

1. Attendance at official military sponsored events
2. To provide or arrange for alternative child care or schooling
3. To make financial or legal arrangements to address the HEE address while on active duty
4. Counseling
5. Rest and recuperation, and
6. Post-employment activities.

For purposes of military caregiver leave, a covered service member is a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury incurred in the line of active duty that renders a service member medically unfit to perform his or her duties and for which the service member is undergoing medical treatment, recuperation, therapy or otherwise in an out-patient status or on temporary disability retired list.

G. Sick leave taken shall be counted as FMLA Leave if the reasons for taking it qualify as FMLA reasons.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

H. The Board shall maintain coverage under the group health plans and life insurance plans for the duration of the unpaid FMLA leave at the level and under the conditions that would have been provided if the employee had continued to work and not taken leave. Payment of the employee's required contribution toward the premium (if any) is due the first day of the month. Failure to make payment within thirty (30) days will result in termination of coverage during the unpaid FMLA Leave. The HEE shall accrue seniority but shall not accrue any other employment benefits during the unpaid FMLA Leave.

I. The Board shall notify the HEE of FMLA eligibility within three business days of learning of the need for the FMLA leave.

J. For unpaid FMLA Leave the Board retains the right, at its own expense, to require the member to obtain the opinion of a second health care provider designated by the Board. If the second opinion is in conflict with the first, the Board may request, at the Board's expense, the HEE to see a mutually agreed upon health care provider to give a final and binding opinion regarding eligibility for unpaid FMLA leave. The HEE and Board must each act in good faith to attempt to reach agreement on whom to select for the third opinion provider. If the Board does not attempt in good faith to reach agreement, the Board will be bound by the first certification. If the HEE does not attempt in good faith to reach agreement, the HEE will be bound by the second certification.

K. Intermittent Leave and Reduced-Work Schedule

1. Intermittent leave means leave taken in separate periods of time due to a single illness or injury, rather than for one continuous period of time, and may include leave of periods from an hour or more to several weeks. Examples of intermittent leave would include leave taken on an occasional basis for medical appointments, or leave taken several days at a time spread over a period of six months, such as for chemotherapy.

2. When medically necessary, an HEE may take intermittent FMLA Leave or a reduced-work schedule to care for a spouse/child/parent who has a serious health condition. The HEE shall make reasonable efforts to schedule treatment so as not to unduly disrupt the regular operations of the Board.

3. Where FMLA Leave is taken because of birth or placement for adoption or foster care, an HEE may take leave intermittently or on a reduced-work schedule only if the Board agrees.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

L. Return to Work

1. At the end of unpaid FMLA Leave, the Board shall restore the HEE to the same or to an equivalent position with equal benefits, pay, and other terms and conditions of employment.

2. When an HEE is medically able to return to work after using unpaid FMLA Leave because of a serious personal health condition, he/she shall provide the Board with a statement from his/her health care provider that the employee is able to resume the job functions for his/her position.

3. Should an HEE not return to work at the end of the unpaid FMLA Leave or contractual leave that is adjacent to the FMLA leave for reasons other than the continuation, recurrence, or onset of the serious health condition that gave rise to the FMLA Leave or for circumstances beyond the HEE's control, the HEE shall reimburse the Board for the health insurance premiums paid by the Board during the unpaid FMLA Leave period. As HEE shall be required to support his/her claim of inability to return to work because of the continuation, recurrence, or onset of the serious health condition. Certification from the HEE's health care provider shall be provided in a timely manner, and no later than thirty (30) calendar days after the claimed inability to return. If this certification is not provided in a timely manner, the Board may recover the health benefit premiums it paid during the period of unpaid FMLA Leave.

M. All terms which are not defined in this Article shall have the same meaning as those terms defined in the Family and Medical Leave Act of 1993, as amended January 16, 2009. If there are any inconsistencies between this Article of the Agreement and the Family and Medical Leave Act of 1993, the Family and Medical Leave Act of 1993 shall prevail.

MILITARY LEAVE

An HEE engaged in military service will receive leave and reinstatement rights in accordance with the requirements of applicable Federal and Ohio law.

MILEAGE REIMBURSEMENT

An HEE who is required by the Board to use his/her own automobile to perform his/her assigned duties shall be reimbursed for all such travel. Examples are: an HEE who is assigned to more than one (1) school building per day or attending mandatory training meetings that involve considerable distances. Rate of compensation is approved IRS rate.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

PAYROLL PRACTICES

Paychecks will be biweekly on Friday, during the term of employment. HEE may elect to receive his/her wages in twenty-six (26) bi-weekly, substantially equal pays. In order to facilitate payroll procedures, pay will be one week in arrears. All HEE will be paid via direct deposit into the account in the financial institution of the HEE choice and will receive their pay stub via email.

PERSONNEL FILES

A. Right to Review

An HEE shall have the right, upon request, to examine and obtain a copy of any information in his/her personnel file except for information classified by law as confidential.

B. Right to See Copy of Material in File

If an Administration communication or a communication received from parents and other nonprofessionals regarding an HEE is intended to become a part of the HEE's file, it shall be reviewed by HEE's boss and the HEE involved and such HEE shall be afforded the opportunity to file a written reply. After receiving the communication, the HEE shall sign it to acknowledge he/she has had the opportunity to review it. This signature shall not indicate agreement with the substance of the communication.

C. Right to Challenge Contents of File

1. An HEE will have the right to indicate which, if any, document(s) or other material(s) in his/her personnel file is obsolete or otherwise inappropriate for retention.

2. Such document(s) will then be reviewed by an appropriate member of the administrative staff.

3. In determining whether a document is "obsolete or otherwise inappropriate for retention," the standards set forth in ORC Section 1347.05 shall apply.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

D. Maintenance of Files

Neither the Board nor any Administrator shall maintain confidential and separate files on personnel in the form of communications from parents or computerized information which the HEE has neither seen or had the right to challenge.

E. Public Request to View Personnel Files

In the event any person, other than the HEE's Supervisor or other Administrator or Board member, seeks to review the personnel file of an HEE, the HEE shall be notified of such request. Such notice shall include the name of the person making the request, the date the request was made and, if scheduled, the date and time of the review, if applicable.

SEVERANCE PAY

A. An HEE shall receive severance pay upon quitting his/her employment in the District and retiring from active service providing he/she; (1) is approved for retirement benefits by the State Employees Retirement System (SERS), or (2) is at least fifty (50) years old and has worked at least ten (10) full years in the District, or (3) has fifteen (15) or more years' service credit with the SERS and at least ten (10) full years of employment in the District.

B. A qualifying HEE shall receive severance pay equal to forty percent (40%) of two hundred (200) days; i.e., a benefit of up to eighty (80) days of his/her accumulated and unused sick leave. If a qualifying HEE does not have sufficient sick leave to qualify for maximum severance resigns or retires after fifteen (15) or more years employment in the district, then the severance pay to which he/she is entitled shall be supplemented by one day's pay for each year of employment in the district, provided that the total severance pay shall not exceed the eighty (80) day cap.

C. The payment shall be based on average hours assigned for the last three (3) years of employment. Hours will be based on the last three (3) wage notices issued by June 30th of each year. Wages will be based on final wage rate at the time of retirement.

D. The payment will be made in one lump sum within ninety (90) calendar days of the last work day with the District. Alternatively, at the request of the HEE, payment may be delayed until the calendar year following retirement, providing the member takes full responsibility for taxes.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

VACATION DAYS

A. HEE assigned to at least two hundred sixty (260) days of work per year (excluding paid holidays) will be granted paid vacations as follows:

- 11 days- less than six years
- 14 days- six years, less than nine years
- 17 days- nine years, less than fourteen years
- 22 days- fourteen years, less than twenty years
- 27 days-twenty years and over

For purposes of vacation accrual, the passage of each August 1 defines one year.

B. Vacation will be awarded on August 1 of each year for the year to be worked and may be taken upon accrual at times requested by the HEE and recommended and approved by his/her supervisor. Requests must be made at least three (3) days in advance, except: (1) this requirement can be waived by the administration and (2) a one-day or two-day vacation can be taken with one (1) workday's notice.

C. A maximum of ten (10) days of unused vacation will be carried forward to the next year.

D. When an HEE moves from a position that does not qualify for vacation to a vacation qualifying position, placement on the vacation schedule will be determined by the following formula:

(Total years in a nine month position) times (.75) example:

13 years as nine month employee moving to a twelve month position (13) x (.75) = 8.25 twelve month years, therefore, the SEE receives fourteen (14) prorated days of vacation and after one (1) year in the twelve month position, the SEE would be entitled to seventeen (17) days of vacation.

(Total years in a ten and one-half month [220 days] position) times (.85) example:

13 years as a ten and one-half month (220 days) employee moving to a twelve month position (13) x (.85) = 11.05 twelve-month years, therefore the SEE receives seventeen (17) prorated days of vacation and after three (3) years in the twelve (12) month position, the SEE would be entitled to twenty-two (22) days of vacation.

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

WADSWORTH CITY SCHOOLS EVALUATION INSTRUMENT

EMPLOYEE _____ EVALUATOR _____

DEPT. _____ POSITION _____ DATE _____

Performance Traits	*Rating (Numerical Score)*	*Numerical Score (from previous column)*	*Comments*
1. PROFESSIONAL EXPERTISE Knowledge of job, qualifications	Accomplished (4)		
2. TEAMWORK: Teamwork, works well with others, cooperates with colleagues	Accomplished (4)		
3. PROFESSIONAL CHARACTER: Appearance, courtesy, attitude, public relations, communication	Accomplished (4)		
4. PERSONAL JOB ACCOMPLISHMENTS/INITIATIVE: Motivation, reliability, dependability, interest in work	Accomplished (4)		
5. LEADERSHIP: Sets example, provides direction, has vision	Accomplished (4)		

HOURLY EXEMPT EMPLOYEE BENEFIT PROVISIONS

6. QUALITY OF WORK: Accuracy, neatness, thoroughness, standard of work	Accomplished (4)		
7. QUANTITY OF WORK: Volume, amount, speed, turn-around time, projects	Accomplished (4)		
8. PROFESSIONAL GROWTH: Activities, programs, initiatives	Accomplished (4)		
9. ATTENDANCE: Punctual, absenteeism	Accomplished (4)		
GENERAL COMMENTS:			
	RATING TOTAL	0	**OVERALL RATING**: Accomplished Accomplished 32-36 Skilled 23-31 Developing 14-22 Ineffective 9-13

Bilingual Speech & Language Services ESTIMATE

05/14/2020

Nydia A. Mendez, M.A., CCC-SLP. Speech-Language Pathologist

[redacted]

Wadsworth City Schools
524 Broad Street
Wadsworth, OH 44281

Hi Joyce,

Below please find the estimate for the speech and language evaluations. Please contact me with any questions.

Best,

Nydia A. Mendez

1.) Spanish Speech and Language Evaluation: includes parent interview, assessment of language and articulation, scoring and analysis and write up of report (testing materials are subject to change based on student need and clinical decision making of therapist)

COST: $650.00/Student QUANTITY: 1

2.) Travel: time and distance

COST: $100.00 QUANTITY: 1

TOTAL: $750.00

I the undersigned agree to pay the above amount upon completion of the services detailed above.

School Representative _____

Date _____

WADSWORTH CITY SCHOOL DISTRICT
INDEPENDENT CONTRACTOR AGREEMENT

This Agreement is made by the Wadsworth City Board of Education ("Board") and Shelley Mack ("Contractor") (collectively "Parties").

WHEREAS, the Contractor has expertise in providing services sought by the Board; and

WHEREAS, the Board wishes to utilize the Contractor's services and abilities during the term of this Agreement and the Contractor is willing to offer such services upon the terms and conditions contained in this Agreement.

NOW THEREFORE, in consideration of the promises contained herein, the Parties agree as follows:

1. ENGAGEMENT AND DUTIES

   a. During the term of this Agreement, the Board hereby engages the Contractor and the Contractor hereby agrees to serve the Board as an independent contractor. The Contractor shall be available to work at reasonable times and for reasonable periods of time to perform services required by the Board.

   b. The Contractor hereby represents and warrants to the Board that it has the necessary expertise, licenses, permits, and capability to provide the services and covenants to furnish its best skill and judgment in performing the services as set forth herein.

   c. The Contractor's duties shall be as follows:

      To provide Teacher of the Visually Impaired services, consultation, inservice training activities, and limited braille transcription services to benefit students whose district of residence is Wadsworth City Schools and who are identified as visually impaired on their Evaluation Team Report and are requiring such services as determined by the IEP team.

2. TERM

   This Agreement shall begin on August 1, 2020 and end July 31, 2021. This Agreement shall not renew unless agreed to in writing by the Contractor and the Board, pursuant to a board resolution.

3. COMPENSATION

   The Contractor is paid hourly for the delivery of services as required by students' Individual Education Plans. For all services rendered by the Contractor under this Agreement, the Contractor shall be paid as follows, which shall include a breakdown of each employee's

rate of pay for services rendered to the Board pursuant to this Agreement. The Contractor has provided evidence to the Board that they are considered an Independent Contractor by STRS and are exempt from participation.

Service	Employee	Billed Rate	Total Due To Contractor By Board
TVI Services	Shelley Mack	$70.00/hr	$70.00/hr

4. INDEPENDENT CONTRACTOR RELATIONSHIP

a. The Board and the Contractor acknowledge that the Contractor is acting as an independent contractor and nothing contained herein shall be construed to create the relationship of employer and employee or principal and agent between the Board and the Contractor. The Board is relying on the Contractor's own training and expertise to provide the services in a competent, efficient, professional and satisfactory manner. Neither Party shall have authority to create, alter, or amend any agreement or representations on behalf of the other Party or to incur liabilities on behalf of the other Party.

b. The Contractor shall assume sole responsibility for the payment or withholding of all federal, state or local income taxes, Social Security taxes, and unemployment taxes or liabilities arising from the Contractor's compensation pursuant to this Agreement and shall be solely responsible for the compensation, benefits, contributions and taxes, if any, of its employees, agents and subcontractors under this Agreement. Moreover, the Contractor solely assumes responsibility for compliance with the Fair Labor Standards Act, including, but not limited to, minimum wage and overtime requirements. Further, the Contractor shall indemnify and hold the Board harmless from any claims covered by this Paragraph pursuant to Paragraph 11 of this Agreement.

5. ADHERENCE TO APPLICABLE POLICIES AND LAWS

The Contractor agrees that it will adhere to all applicable Board policies, guidelines, and standards, including, without limitation, all safety guidelines and programs, as well as all applicable state, local, and federal laws, including, but not limited to the Family Education Rights and Privacy Act ("FERPA"), any applicable sexual offender/predator laws and all applicable background check requirements, in providing the services under this Agreement. The Contractor further agrees that its staff will adhere to all applicable Board policies and regulations regarding proper behavior on Board premises and treatment of Board property. The Contractor further agrees to pay all costs for any damage to any Board property caused by the Contractor's staff.

6. LICENSURE/CERTIFICATION

The Contractor shall ensure that all individuals providing services under this Agreement obtain and maintain all necessary licensure and/or certification.

7. CRIMINAL RECORDS CHECKS ON EMPLOYEES

The Contractor shall ensure that all applicable criminal records/background check laws and any hiring restriction imposed by those laws, including but not limited to those set forth in R.C. Chapter 3319, are adhered to and satisfied. A copy of all background/criminal records checks shall be maintained by the Contractor for inspection by the Board, upon request.

8. DUTY TO REPORT CHILD ABUSE

The Contractor shall ensure that any employee, agent or representative who provides services under this Agreement complies with all applicable laws regarding reporting of known or suspected child abuse.

9. NONDISCRIMINATION

The Contractor covenants that it does not and will not discriminate against any individual on the basis of race, color, religion, sex, military status, national origin, disability, age, genetic information or any other reason prohibited by law.

10. INDEMNIFICATION

The Contractor will defend, indemnify and hold the Board, its current and former employees, agents, officers, administrators and each of them, harmless from any and all claims, liabilities, actions, suits, damages and/or losses of whatsoever nature sustained and/or incurred by the Board in connection with the provision of services under this

Agreement, including but not limited to such claims, liabilities, actions, suits, damages and/or losses resulting from actions taken by and care given by the Contractor in providing the services under this Agreement, as well as any losses, costs and attorneys fees incurred in responding to any such claims arising from or connected with the provision of services under this Agreement.

11. LIABILITY INSURANCE

At all times during the term of this Agreement, the Contractor shall maintain and keep in full force and effect, liability insurance, at its sole cost, as follows: Professional liability insurance, $1,000,000.00 per occurrence. The Contractor shall provide the Board with a certificate or certificates of insurance evidencing compliance with the Paragraph 12. If coverage changes, the Contractor must forward evidence of new coverage within ten (10) days of the change. The Board shall be named as Additional Insured for all policies except workers' compensation. The insurances shall be carried by insurance companies authorized and licensed to transact business in Ohio, as selected by the Contractor.

Contractor shall also maintain at all times during the term of this Agreement workers' compensation coverage per statutory requirements and shall provide the Board with appropriate certificate(s) evidence such coverage.

Contractor shall also maintain at all times during the term of this Agreement unemployment coverage per statutory requirements and shall provide the Board with appropriate certificate(s) evidence such coverage.

12. CONFIDENTIALITY/EDUCATIONAL AND STUDENT RECORDS

Student education records will only be released to the Contractor as provided by all applicable laws, including but not limited to FERPA, and Board policy and guidelines. Additionally, the Contractor will adhere to FERPA requirements and all other applicable laws regarding the use, maintenance and/or disclosure of such education records. The Contractor, including its officers, agents, and employees, shall not use or disclose student records in any manner prohibited by FERPA or any other applicable federal or state law, or contrary to the purposes of this Agreement. The duty to maintain the confidentiality of student personally identifying information shall survive the termination of this Agreement. The Contractor shall immediately report to the Board any unauthorized use or disclosure of student records or information by the Contractor or its officers, agents or employees, of which the Contractor becomes aware. In addition to the confidentiality obligations it has regarding student records, the Contractor acknowledges that any information obtained regarding the Board's operations, products, services, policies or any other aspect of its business is confidential and shall not be revealed or disclosed to any person, company or other entity without express written permission of the Board.

13. NOTICES

All notices, requests, demands and other communications provided for by this Agreement shall be in writing and (unless otherwise specifically provided herein) shall be deemed to have been given at the time when delivered via registered or certified mail, postage prepaid, and addressed to the Party at the address set forth below, or to such changed address as a Party may have fixed by notice to the other Party hereto; provided, however, that any change of notice of address shall be effective only upon receipt.

Such notices shall be provided to:

If to the Contractor:	If to the Board:
Shelley Mack	Andrew Hill
[redacted]	524 Broad St.
[redacted]	Wadsworth, OH 44281

14. TERMINATION

This Agreement may be terminated without cause by either Party on thirty (30) calendar days written notice of said intent, delivered by certified or registered mail upon the other Party at the address provided in Paragraph 14 of this Agreement. Additionally, the Board may terminate this Agreement immediately and without penalty if otherwise required by law, if the amount of service required by a student's IEP to whom the Contractor is providing such service is reduced or eliminated, or if the Contractor engages in illegal conduct or other conduct that is contrary to the educational mission of the Board.

15. GOVERNING LAW

The laws of the State of Ohio shall govern this Agreement with venue in Medina County, Ohio. If any provisions of this Agreement are invalid or inoperative under law, the remaining provisions of this Agreement shall continue in full force and effect.

16. ENTIRE AGREEMENT

This Agreement constitutes the entire agreement of the Parties, and supersedes any previous agreements they may have made, whether orally or in writing.

17. BENEFIT AND ASSIGNMENT

This Agreement may not be assigned or subcontracted by either Party without the prior written consent of the other Party.

18. AMENDMENT

Except as otherwise provided herein, this Agreement shall not be amended except in writing signed by both Parties hereto and this Agreement may not be discharged except by performance in accordance with its terms or by writing signed by the Party to be charged. However, if the Board is required to amend the Agreement pursuant to a change in the Ohio Department of Education guidelines or other federal, state, or local health, safety, or civil rights law, it is agreed that this Agreement can be amended pursuant to such mandate by the Board without written consent of the Contractor.

19. WAIVER OF BREACH

The waiver by any Party of breach or violation of any provision of this Agreement shall not operate as or be construed to be a waiver of any subsequent breach hereof, or as to any Party hereto.

20. SURVIVAL

All obligations arising prior to the termination of this Agreement and all provisions of this Agreement allocating responsibility or liability between the Board and the Contractor shall survive the completion of services hereunder and the termination of this Agreement, including without limitation provisions on indemnity.

21. COUNTERPARTS

This Agreement may be signed by the Parties hereto in counterparts, and, taken together, shall constitute one and the same Agreement. This Agreement shall be binding when executed by both Parties.

22. SUNSHINE LAW COMPLIANCE

The Parties expressly acknowledge and agree that all formal actions of the Board concerning and relating to the adoption of this Agreement were conducted in an open meeting of the Board, and that all deliberations of the Board that resulted in such formal actions were adopted in meetings open to the public, in accordance to the law.

IN WITNESS THEREOF, the Parties hereto have set their hands.

Shelley Mack

_____ _____
Contractor* Date

*The signatory expressly warrants that he/she has authority to bind the Contractor to the terms of this Agreement.

WADSWORTH CITY
BOARD OF EDUCATION

By _____ _____
President (In his/her official capacity only) Date

And by _____ _____
Superintendent (In his/her official capacity only) Date

And by _____ _____
Treasurer (In his/her official capacity only) Date

Attachments: Board Resolution No. _____

R.C. 5705.41 and R.C. 5705.412 Certificate

We certify that the Board has in effect for the remainder of the fiscal year and succeeding fiscal years the authorization to levy taxes including the renewal or replacement of existing levies, which when combined with the estimated revenues from all other sources available to the district at the time of certification, are sufficient to provide operating revenues necessary to enable the Board to maintain all personnel and programs for all the days set forth in its adopted school calendars for the current fiscal year and for a number of days in succeeding fiscal years equal to the number of days instruction was held or is scheduled for the current fiscal year. We additionally certify that the amount required to meet the obligation of the fiscal year in which the attached contract is made has been lawfully appropriated for such purpose and is in the treasury or in the process of collection to the credit of an appropriate fund free from any previous encumbrances.

Treasurer (In his/her official capacity only)	Superintendent (In his/her official capacity only)
Date	Date

Board President
(In his/her official capacity only)

Date

MEMORANDUM OF UNDERSTANDING
Between the Wadsworth Board of Education and the
Wadsworth Educational Support Personnel Association OEA/NEA

This Memorandum of Understanding is entered into this 19th day of May 2020, pursuant to Article VI of the *Collective Bargaining Agreement* (hereinafter referred to as "the Agreement"), between the Wadsworth City School District Board of Education (hereinafter referred to as "the Board"), and the Wadsworth Educational Support Personnel Association OEA/NEA (hereinafter referred to as "the Association").

WHEREAS, the Board and the Association are parties to the Agreement that governs the wages, hours, and other terms and conditions of employment of support personnel employed in the Wadsworth City School District (hereinafter referred to as "the District"); and, whereas Article 6.11, Vacations, states, in part, the following:

"*C. Members entitled to twenty (20) or more days of vacation must take five (5) of these days during the school term when pupils are not in session instead of summer.*

D. A maximum of ten (10) days of unused vacation will be carried forward to the next year."

NOW, THEREFORE, the Board and the Association agree as follows:

1. Due to implications caused by the current pandemic, and for the 2019-2020 contract year only, employees will be permitted to carry forward a maximum of fifteen (15) days of unused vacation to the next year.

2. For the 2020-2021 contract year, unless the employee is given approval by Administration, members entitled to twenty (20) or more days of vacation must take five (5) of these days during the school term when pupils are not in session instead of the summer. Members entitled to twenty (20) or more days of vacation who opted to roll over more than ten (10) days of vacation at the conclusion of the 2019-2020 contract year will need to take the additional days carried over (day eleven (11) through day fifteen (15)) during the school year instead of the summer, unless approval is given by Administration.

3. Except as modified by this Memorandum of Understanding, all other terms and conditions of the Agreement shall remain in full force and effect. This Memorandum of Understanding represents the entire agreement of the parties with respect to its subject matter and shall only be amended by a signed writing.

IN WITNESS WHEREOF, the parties have entered into this Memorandum of Understanding at Wadsworth, Ohio, on the date first set forth above.

For the Wadsworth Educational Support Personnel Association OEA/NEA



JoNell Fox, President

For the Wadsworth City School District Board of Education

_____

Andrew J. Hill, Ed.D., Superintendent

Resolution Number:_____

May 11, 2020

Michele Evans
Wadsworth City Schools
524 Broad Street
Wadsworth, OH 44281

Dear Michele,

This letter describes the 2020 contractual relationship between Reading Writing Project Network, LLC and Wadsworth City Schools for professional development services to be rendered by the Network to the district. The specific arrangements outlined here were developed over the past weeks through conversations between Reading Writing Project Network, LLC staff and district personnel.

Your district has agreed to purchase services totaling **$10,500**.
These services include:

Virtual Units of Study Conferences **May 22nd, 26th and 27th, 2020**	#	**Cost**	**Subtotal**
1. **Professional Development and Site based coaching as detailed**: *			
• 1 Virtual day with a K-2 Presenter (Phonics) 5/22	1	$3,500	$3,500
• 1 Virtual day with a K-6 Presenter (Reading) 5/26	1	$3,500	$3,500
• 1 Virtual day with a 5-6 Presenter (Writing) 5/27	1	$3,500	$3,500
TOTAL			**$10,500**

Number of participants agreed upon-(45-50 Participants per session)

****All participants must have the books on hand for the presentation***

Payment
We send our billing statements on a monthly basis, and will expect payment within 6 weeks of being invoiced. After 8 weeks, a 10% late fee will be added to your invoice.

Audio and Video Recording
Making recordings of any portion of this conference is unlawful and violates the rights of RWPN and the presenters. RWPN reserves all rights to bring legal action against any individuals believed to have engaged in unlawful recording, copying, sharing, or posting and/or any other violation of law, including without limitations copyright and privacy laws.

Cancellations
Once you sign this contract, we will reserve time to work with you. If, at a later date, budgetary or other constraints make it necessary for you to rescind on this agreement then;

- We will work together to reschedule if it is at all possible.
- If rescheduling is not possible, there will be a 75% charge for any cancellations with less than one month's notice.

We assume that you share our commitment to making this work productive so that it makes a difference in your schools. If we determine the constraints are such that we are unable to provide a high level of teacher education, we reserve the right to cancel further work in your schools. In such case, we will be available for discussion; however, the situation will have to be remedied to our mutual satisfaction in order for us to continue the work.

If the information in this letter is correct, please sign this letter and return it to Kathy Neville. If there is a discrepancy between the specific details in this letter and your understanding of our agreement please email Kathleen Neville at kathy@readingandwritingproject.com or call 917-484-1482.

To help you prepare accurate purchase orders, **please note that payment should be made to:**

Reading Writing Project Network, LLC
18 Pelham Lane
Ridgefield, Connecticut 06877
(EIN 30-0017231)

****1099 form is not necessary for an "S" corporation**

We look forward to working together this year.

Sincerely,

Lucy McCormick Calkins
Founding Director

Copy to Kathy Neville

Reading Writing Project Network, LLC Contract
This Agreement dated on this _____ day of _____ by and between Wadsworth City Schools
and the Reading Writing Project Network, LLC.

The parties hereby agree to the terms, provisions and conditions of this agreement as stated:

Signed by _____ Date _____

Ohio | Bureau of Workers' Compensation

Employer Statement for Group Retrospective Rating Program

Instructions

- Please print or type.
- Please return completed statement to the attention of the sponsoring organization you are joining.
  The group administrator's third-party administrator will submit your original U-153 to:
  Ohio Bureau of Workers' Compensation
  Attn: Employer Programs Unit
  30 W Spring St., 22nd Floor
  Columbus, OH 43215-2256
- If you have any group-experience-rating questions call BWC at 614-466-6773.

Employer name	Telephone number	BWC policy number
WADSWORTH SCHOOLS	330-336-3571	[redacted]

Address	City	State	Nine-digit ZIP code
524 BROAD STREET	WADSWORTH	OH	44281-

Group Retrospective Rating Program Enrollment

I agree to comply with Ohio Bureau of Workers' Compensation Group Retrospective Rating Program rules (Ohio Administrative Rule 4123-17-73). I understand that my participation in the program is contingent on such compliance.

This form supersedes any previously filed U-153.

I understand that only a BWC Group Retrospective Rating Program certified sponsor can offer membership into the program. I also understand that if the sponsoring organization listed below, is not certified, this application is null and void.

I am a member of the Manufacturing Works sponsoring organization or a certified affiliate organization and would like to be included in the Group-Retrospective Rating Program it sponsors for the policy year beginning January 1, 2021. I understand the employer roster submitted by the group will be the final, official determination of the group in which I will or will not participate. Submission of their form does not guarantee participation.

I understand that the sponsoring organization's representative Spooner, Inc. (currently, as determined by the sponsoring organization) is the only representative I may have in risk-related matters while I remain a member of the group. I also understand that the representative for the Group Retrospective Rating Program will continue as my individual representative in the event that I no longer participate in the program. At the time I am no longer a member of the program, I understand that I must file a *Permanent Authorization* (AC-2), to cancel or change individual representation.

I understand that a new U-153 shall be filed each policy year I participate in the group retrospective rating plan.

I am associated with the sponsoring organization through an affiliate sponsoring organization. ☒Yes ☐ No

NOACC	[redacted]
If yes, name of affiliate sponsor	Affiliate sponsor policy number

Note: For injuries that occur during the period an employer is enrolled in the Group Retrospective Rating Program, employers may not use or participate in the Deductible Program, Group Rating, Retrospective Rating, Safety Council Discount Program, $15,000 Medical-Only Program, or the Drug Free Safety Program.

Certification

_____ certifies that he/she is the _____ of
(Officer name) (Title)

WADSWORTH SCHOOLS , the employer referred to above, and
(Employer name)

that all of the information is true to the best of his/her knowledge, information, and belief, after careful investigation.

_____ _____
(OFFICER SIGNATURE) (DATE)

GROUP RETROSPECTIVE RATING PARTICIPATION AGREEMENT

This is an agreement for participation in the Ohio Bureau of Workers' Compensation ("BWC") group retrospective rating program ("Program") and administered by Ohio Group Management LLC (the "Administrator") and its affiliated group sponsoring associations ("Sponsors"). The purpose of the Program is to achieve a reduction in workers' compensation premium rates based on the combined performance of the group. Depending on that performance, the participating employers can receive either a premium refund or assessment. Acceptance in the Program is subject to the specific legal and regulatory requirements established under Ohio Law and the criteria of the Sponsor.

WADSWORTH SCHOOLS (the "Company") **Policy #:** [redacted] applies to participate in the Program assigned to it by the Administrator and agrees to the following conditions of participation:

1. The Administrator shall have the sole discretion to admit or exclude the Company to/from the membership in the groups it administers for submission to the BWC and for resubmission in subsequent years to the BWC for group rating programs administered by the Administrator or its Sponsors.
2. The decisions of the Administrator regarding inclusion of the Company in a Program shall be final, subject to approval and review of the Ohio Bureau of Workers' Compensation. Participation in the Program in any prior year does not automatically qualify the Company for participation in the Program for this particular or any subsequent Program year. The Company acknowledges that final approval of the Program's roster and acceptance of the Company in the Program rests solely with the BWC.
3. This Agreement shall become effective on the date the Administrator submits the application for group experience-rating to the BWC and shall continue from year to year until either party notifies the other party of its intent to not renew the Company's membership in the group for the succeeding year. Formerly approved 6/1/2020
4. The Company will pay group fees or administration fees ("fee") by the due date. If the fee is not paid by the due date, the Administrator will remove the Company from the group for submission to the BWC.
5. The Company understands that any estimates of savings provided by the Administrator are estimates only and such savings are not guaranteed. Actual savings or the estimates of the amount of savings may be affected as a result of a number of different factors including (a) Collective sum of Indemnity, Medical and Reserves incurred by employers in Program during the rating year; (b) Actual reported premium of employer during the rating year.
6. The Program Sponsor has designated Ohio Group Management LLC to be the authorized representative that will provide representation of the Program before the BWC and the Industrial Commission regarding any and all risk related matters pertaining to the group and its member's participation in the Program.
7. The Company agrees to sign any and all BWC, Industrial Commission of Ohio, or other Program documents or authorization forms necessary to qualify Ohio Group Management LLC or other representative designated by the Administrator to act as the representative of the Program.
8. The Company is responsible for timely payments of its own workers' compensation premiums to the BWC. The Company is responsible for other penalties or assessments charged by the BWC and this Agreement does not relieve the Company of such obligations. The Company will notify the Administrator of any inability to pay premium obligations within the BWC time frames.
9. The Company will comply with the minimum safety program requirements established by the BWC for participation in the Program.
10. The Company understands that its acceptance into the Program is based on its current organizational structure and, in the event the Company makes any changes to its operation that negatively impacts the Program or the Company's ability to participate in the Group, the Administrator reserves the right to exclude the Company from future participation in the Program ~~and all parties negatively impacted by the Company's operational changes may pursue rights and remedies set forth in paragraph 13 of this Agreement.~~ 6/1/2020 MM
11. The Company will provide the Administrator of any notice and result of BWC audits, including copies of all documents provided to BWC auditors.
12. The Company understands that the Administrator is not a law firm and cannot provide legal services as part of this Agreement or its contracted services.
13. No amendment, modification, change or discharge of any term or provision of this application shall be valid or binding unless the same is in writing and signed by the Company and the Administrator.
14. The Company has read this application and by signing agrees to the limitations and conditions specified herein.

WADSWORTH SCHOOLS
Company Name

Date

Company Representative

Title

John Heaney
Risk Manager

CLAIMS & THIRD PARTY ADMINISTRATION AGREEMENT

This AGREEMENT is made between Paramount Preferred Solutions, Inc. (hereinafter "PPS"), an Ohio corporation, and **WADSWORTH SCHOOLS BWC Policy #[redacted]** (hereinafter "Client") **524 BROAD STREET WADSWORTH, OH 44281-**. This Agreement shall be effective from January 1, 2021 – December 31, 2021.

The Client is insured for Workers' Compensation coverage through the Ohio Bureau of Workers' Compensation state-fund as required by state statutes. The Client requests the services of an organization to process and analyze the Workers' Compensation claims filed on behalf of its employees.

NOW, THEREFORE, IT IS AGREED:

PPS is hereby appointed as the Client's exclusive agent to receive, process, analyze and examine claims filed against the Client's risk. A copy of the necessary BWC AC-2 document is attached hereto. In performing the services herein specified, PPS is acting as an independent contractor.

1.0 Standard Services: In administering and processing claims submitted under this plan, PPS shall provide the following standard services:

a. PPS shall request and maintain a historic claim record from the Ohio BWC and maintain a database within our system.

b. PPS can review as requested by the Client the BWC manual classifications and rate assignments. PPS will file protest letters with the BWC on behalf of the Client for all BWC risk experience discrepancies. PPS will advise Client on enhanced cost controls when appropriate.

c. The Client shall submit to PPS all new claim applications, supporting documentation, and follow-up correspondence it receives pertaining to a claim filed against its risk. PPS shall examine all such materials for accuracy, completeness, and eligibility.

2.0 Hearings: PPS will coordinate with Member and assist Member with disputed claims, including arranging for a qualified representative to attend administrative hearings on behalf of Member for all in experience claims. Hearing representation is included in Participation Fee for up to 12 hearing(s), additional hearings will be billed @ $175 each.

3.0 Payment for Standard Services: Member acknowledges the participation and claims administration fees are to be paid by Member to PPS according to the attached analysis. The fees are due and payable upon enrollment into Group.

4.0 Whenever possible, each provision of this agreement shall be interpreted in such manner as to be effective and valid under applicable law.

In witness whereof, the parties have executed this Agreement as of the Day and year set forth below.

John Blaney

Risk Manager, PPS

Client Signature and Title

Date

Bureau of Workers Compensation

Permanent Authorization

TO: Ohio Bureau of Workers' Compensation
- ☐ Employer Services Department, 22nd Fl
- ☐ Self-Insured Department, 26th Fl

Please mark a box and return to
30 West Spring Street
Columbus, OH 43215-2256

Fax – (614) 728-0456

Policy number [redacted]
Entity WADSWORTH SCHOOLS
DBA
Address 524 BROAD STREET
WADSWORTH, OH 44281-

NOTE: For this to be a **valid** letter, the employer services department, or the self-insured department for self-insured employers, must stamp it.

This to certify that effective _____
(Date)

Paramount Preferred Solutions, Inc. 25001 Emery Rd. – 3rd Floor Cleveland, OH 44128, ID # [redacted]

including its agents or representatives identified to you by them, has been retained to represent us before the Bureau of Workers' compensation and the Industrial commission of Ohio in matters pertaining to our participation in the Workers' Compensation Fund according to the type of representation checked below. Please check the type of representation desired.

	Type of Authorized Representation
✓	Employer Risk/Claim Representative (ERC)
	Risk Management Representative (RISK)
	Claim Management Representative (CLM)

This authorization supersedes all permanent authorizations on file for the type of representation indicated above.

I understand and agree any letters, requests, and actions initiated by a superseded authority will be processed completely.

I understand that this authorization, now being granted, is of a continuous nature from the effective date indicated herein. However, I possess the right to terminate this authorization at any time through written notification to the employer services or self-insured department as appropriate.

Telephone number	Fax number	E-mail address

Print name and title	Signature	Date

BWC-0502 (Rev. 7/29/08) PC

AC-2

2021 Group Retrospective Rating Enrollment Questionnaire

Employer: WADSWORTH SCHOOLS

Policy Number: [redacted]

Thank you for your interest in the Retrospective Rating Program. To make sure that you are placed in the most appropriate group, it is imperative that you answer the following and return this questionnaire.

1. Does your company have a formal written safety plan?	Yes	No
2. Do you have a safety professional on staff? Name_____ Phone:_____ If No, do you contract safety services with a third party? If Yes, whom? _____	Yes Yes	No No
3. Do you have a transitional work program (light/modified duty that allows an injured employee to return to work and accommodates any physical restrictions)?	Yes	No
4. Do you offer salary continuation (direct payment of lost time to injured employee that prevents the cost of compensation and its associated reserve from impacting premium rates)?	Yes	No
5. In the coming year, does this organization plan to restructure its organization or acquire all or part of another Ohio operation or the assets of another operation? If yes, please provide more details including if business will be sold, purchasing all or just part of another organization, name of that organization and policy number if known: _____ _____	Yes	No
6. Describe any planned or recent changes in management of your workers' compensation program or safety management practices _____ _____		

Certification of Employer

I certify that the above information is true to the best of my knowledge and that this form will allow Paramount Preferred Solutions to validate my enrollment qualifications.

Signature X_____ Title _____

Name (print): _____ Date X_____

Email Address _____

WADSWORTH CITY SCHOOL DISTRICT
INDEPENDENT CONTRACTOR AGREEMENT

This Agreement is made by the Wadsworth City Board of Education ("Board") and Star Therapy & Sales Corp ("Contractor") (collectively "Parties").

WHEREAS, the Contractor has expertise in providing services sought by the Board; and

WHEREAS, the Board wishes to utilize the Contractor's services and abilities during the term of this Agreement and the Contractor is willing to offer such services upon the terms and conditions contained in this Agreement.

NOW THEREFORE, in consideration of the promises contained herein, the Parties agree as follows:

1. ENGAGEMENT AND DUTIES

   a. During the term of this Agreement, the Board hereby engages the Contractor and the Contractor hereby agrees to serve the Board as an independent contractor. The Contractor shall be available to work at reasonable times and for reasonable periods of time to perform services required by the Board.

   b. The Contractor hereby represents and warrants to the Board that it has the necessary expertise, licenses, permits, and capability to provide the services and covenants to furnish its best skill and judgment in performing the services as set forth herein.

   c. The Contractor's duties shall be as follows:

      To provide direct, remote and consultative occupational therapy services for students and teachers in the Wadsworth City School District which shall include:

      i. Direct Services. Direct services will include hands-on, one-on-one, or group services that address the goals outlined in each student's Individualized Education Plan (IEP) as set forth by the student's IEP team; assessment of each student's functioning during period evaluations; assisting Wadsworth City Schools in obtaining necessary equipment, at the Board's sole cost, to meet the goals set forth in each student's IEP; making adjustments to Wadsworth City Schools' equipment as needed to meet each student's needs; train each student in the use of appropriate equipment. All Occupational Therapy services will be provided in accordance with the Ohio Physical, Occupational and Athletic Trainers board guidelines.
      ii. Remote Services. Remote or telehealth services, if necessary given safety and health guidelines, will include virtual telehealth sessions based on each student's IEP goals.

iii. Consultative Services. Consultative services will include communication, email and informal and formal (IEP, ETR, 504, transition, change of placement) meetings with family and professionals to address each student's individual goals, modify goals, and train support staff in the daily needs of each student; preparation of documents as required by Wadsworth City Schools.

iv. Indirect Services: Indirect services will include treatment preparation; scheduling; documenting; reviewing records; Medicaid billing; collaborating with district professionals, parents and paraprofessionals; and travel time between schools, student's homes to provide services.

2. TERM

This Agreement shall begin on August 1, 2020 and end July 31, 2023. This Agreement shall not renew unless agreed to in writing by the Contractor and the Board, pursuant to a board resolution.

3. COMPENSATION

The Contractor is paid hourly for the delivery of services as required by students' Individual Education Plans. For all services rendered by the Contractor under this Agreement, the Contractor shall be paid as follows:

Service	Hourly Rate 2020 - 2023	
Occupational Therapy Services	$63.00	
Occupational Therapy Assistant Services	$50.00	

4. INDEPENDENT CONTRACTOR RELATIONSHIP

a. The Board and the Contractor acknowledge that the Contractor is acting as an independent contractor and nothing contained herein shall be construed to create the relationship of employer and employee or principal and agent between the Board and the Contractor. The Board is relying on the Contractor's own training and expertise to provide the services in a competent, efficient, professional and satisfactory manner. Neither Party shall have authority to create, alter, or amend any agreement or representations on behalf of the other Party or to incur liabilities on behalf of the other Party.

b. The Contractor shall assume sole responsibility for the payment or withholding of all federal, state or local income taxes, Social Security taxes, and unemployment taxes or liabilities arising from the Contractor's compensation pursuant to this Agreement and shall be solely responsible for the compensation, benefits, contributions and taxes, if any, of its employees, agents and subcontractors under this Agreement. Moreover, the Contractor solely assumes responsibility for compliance with the Fair Labor Standards Act, including, but not limited to, minimum wage and overtime requirements. Further, the Contractor shall indemnify and hold the Board harmless from any claims covered by this Paragraph pursuant to Paragraph 11 of this Agreement.

5. ADHERENCE TO APPLICABLE POLICIES AND LAWS

The Contractor agrees that it will adhere to all applicable Board policies, guidelines, and standards, including, without limitation, all safety guidelines and programs, as well as all applicable state, local, and federal laws, including, but not limited to the Family Education Rights and Privacy Act ("FERPA"), any applicable sexual offender/predator laws and all applicable background check requirements, in providing the services under this Agreement. The Contractor further agrees that its staff will adhere to all applicable Board policies and regulations regarding proper behavior on Board premises and treatment of Board property. The Contractor further agrees to pay all costs for any damage to any Board property caused by the Contractor's staff. The Board will make policies, special instructions such as fire, tornado, earthquake, and lock-down procedures. Contractor requests copies of Wadsworth schools policies and procedures regarding emergency instruction and procedures for the purpose of providing to Contractor's Occupational Therapists or Occupational Therapy Assistants servicing the District.

6. LICENSURE/CERTIFICATION

The Contractor shall ensure that all individuals providing services under this Agreement obtain and maintain all necessary licensure and/or certification.

7. CRIMINAL RECORDS CHECKS ON EMPLOYEES

The Contractor shall ensure that all applicable criminal records/background check laws and any hiring restriction imposed by those laws, including but not limited to those set forth in R.C. Chapter 3319, are adhered to and satisfied. A copy of all background/criminal records checks shall be maintained by the Contractor for inspection by the Board, upon request.

8. DUTY TO REPORT CHILD ABUSE

The Contractor shall ensure that any employee, agent or representative who provides services under this Agreement complies with all applicable laws regarding reporting of known or suspected child abuse.

9. NONDISCRIMINATION

The Contractor covenants that it does not and will not discriminate against any individual on the basis of race, color, religion, sex, military status, national origin, disability, age, genetic information or any other reason prohibited by law.

10. INDEMNIFICATION

The Contractor will defend, indemnify and hold the Board, its current and former employees, agents, officers, administrators and each of them, harmless from any and all claims, liabilities, actions, suits, damages and/or losses of whatsoever nature sustained and/or incurred by the Board in connection with the provision of services under this Agreement, including but not limited to such claims, liabilities, actions, suits, damages and/or losses resulting from actions taken by and care given by the Contractor in providing the services under this Agreement, as well as any losses, costs and attorneys fees incurred in responding to any such claims arising from or connected with the provision of services under this Agreement. This provision does not extend to any decision made by the IEP team during the review of an Evaluation Team Report or the creation of an Individualized Education Program nor does it extend to the decisions made by a Response to Intervention team.

11. LIABILITY INSURANCE

At all times during the term of this Agreement, the Contractor shall maintain and keep in full force and effect, liability insurance, at its sole cost, as follows: Professional liability insurance, $1,000,000.00 per occurrence. The Contractor shall provide the Board with a certificate or certificates of insurance evidencing compliance with the Paragraph 12. If coverage changes, the Contractor must forward evidence of new coverage within ten (10) days of the change. The Board shall be named as Additional Insured for all policies except

workers' compensation. The insurances shall be carried by insurance companies authorized and licensed to transact business in Ohio, as selected by the Contractor.

Contractor shall also maintain at all times during the term of this Agreement workers' compensation coverage per statutory requirements and shall provide the Board with appropriate certificate(s) evidence such coverage.

Contractor shall also maintain at all times during the term of this Agreement unemployment coverage per statutory requirements and shall provide the Board with appropriate certificate(s) evidence such coverage.

12. CONFIDENTIALITY/EDUCATIONAL AND STUDENT RECORDS

Student education records will only be released to the Contractor as provided by all applicable laws, including but not limited to FERPA, and Board policy and guidelines. Additionally, the Contractor will adhere to FERPA requirements and all other applicable laws regarding the use, maintenance and/or disclosure of such education records. The Contractor, including its officers, agents, and employees, shall not use or disclose student records in any manner prohibited by FERPA or any other applicable federal or state law, or contrary to the purposes of this Agreement. The duty to maintain the confidentiality of student personally identifying information shall survive the termination of this Agreement. The Contractor shall immediately report to the Board any unauthorized use or disclosure of student records or information by the Contractor or its officers, agents or employees, of which the Contractor becomes aware. In addition to the confidentiality obligations it has regarding student records, the Contractor acknowledges that any information obtained regarding the Board's operations, products, services, policies or any other aspect of its business is confidential and shall not be revealed or disclosed to any person, company or other entity without express written permission of the Board. The Board will provide Contractor necessary secure locked confidential cabinet (s) for all student records necessary to provide occupational therapy services.

13. NOTICES

All notices, requests, demands and other communications provided for by this Agreement shall be in writing and (unless otherwise specifically provided herein) shall be deemed to have been given at the time when delivered via registered or certified mail, postage prepaid, and addressed to the Party at the address set forth below, or to such changed address as a Party may have fixed by notice to the other Party hereto; provided, however, that any change of notice of address shall be effective only upon receipt.

Such notices shall be provided to:
If to the Contractor: If to the Board:

Star Therapy & Sales Corp	Andrew Hill
8245 Peck Road	524 Broad St.
Ravenna, OH 44266	Wadsworth, OH 44281

14. TERMINATION

This Agreement may be terminated without cause by either Party on thirty (30) calendar days written notice of said intent, delivered by certified or registered mail upon the other Party at the address provided in Paragraph 14 of this Agreement. Additionally, the Board may terminate this Agreement if the Contractor engages in illegal conduct or other conduct that is contrary to the educational mission of the Board.

15. GOVERNING LAW

The laws of the State of Ohio shall govern this Agreement with venue in Medina County, Ohio. If any provisions of this Agreement are invalid or inoperative under law, the remaining provisions of this Agreement shall continue in full force and effect.

16. ENTIRE AGREEMENT

This Agreement constitutes the entire agreement of the Parties, and supersedes any previous agreements they may have made, whether orally or in writing.

17. BENFIT AND ASSIGNMENT

This Agreement may not be assigned or subcontracted by either Party without the prior written consent of the other Party.

18. AMENDMENT

Except as otherwise provided herein, this Agreement shall not be amended except in writing signed by both Parties hereto and this Agreement may not be discharged except by performance in accordance with its terms or by writing signed by the Party to be charged. However, if the Board is required to amend the Agreement pursuant to a change in the Ohio Department of Education guidelines or other federal, state, or local health, safety, or civil rights law, it is agreed that this Agreement can be amended pursuant to such mandate by the Board without written consent of the Contractor.

19. WAIVER OF BREACH

The waiver by any Party of breach or violation of any provision of this Agreement shall not operate as or be construed to be a waiver of any subsequent breach hereof, or as to any Party hereto.

20. SURVIVAL

All obligations arising prior to the termination of this Agreement and all provisions of this Agreement allocating responsibility or liability between the Board and the Contractor shall survive the completion of services hereunder and the termination of this Agreement, including without limitation provisions on indemnity.

21. COUNTERPARTS

This Agreement may be signed by the Parties hereto in counterparts, and, taken together, shall constitute one and the same Agreement. This Agreement shall be binding when executed by both Parties.

22. SUNSHINE LAW COMPLIANCE

The Parties expressly acknowledge and agree that all formal actions of the Board concerning and relating to the adoption of this Agreement were conducted in an open meeting of the Board, and that all deliberations of the Board that resulted in such formal actions were adopted in meetings open to the public, in accordance to the law.

23. MEDICAID SCHOOL PROGRAM

The Board and the Contractor further agree that, in order for the Board to be eligible to receive Medicaid School Program (MSP) reimbursement for contracted costs, the following provisions apply:

1. Contractor is required to comply with the requirements of 45 CFR 164.504(e)(1) for safeguarding and limiting access to information concerning beneficiaries.

2. Contractor will allow representatives of the U.S. Department of Human Services, ODM, ODE, or their respective designee access to subcontractor's books, documents, and records.

3. Contractor acknowledges that they or their principles are not suspended or debarred.

IN WITNESS THEREOF, the Parties hereto have set their hands.

Dina M. Pruszynski, President, Star Therapy & Sales Corp, LLC

_____ _____
Contractor* Date

Peter A. Pruszynski, Vice-President, Star Therapy & Sales Corp, LLC

_____ _____
Contractor* Date

*The signatory expressly warrants that he/she has authority to bind the Contractor to the terms of this Agreement.

WADSWORTH CITY
BOARD OF EDUCATION

By _____ _____
President (In his/her official capacity only) Date

And by _____ _____
Superintendent (In his/her official capacity only) Date

And by _____ _____
Treasurer (In his/her official capacity only) Date

Attachments: Board Resolution No. _____

R.C. 5705.41 and R.C. 5705.412 Certificate

We certify that the Board has in effect for the remainder of the fiscal year and succeeding fiscal years the authorization to levy taxes including the renewal or replacement of existing levies, which when combined with the estimated revenues from all other sources available to the district at the time of certification, are sufficient to provide operating revenues necessary to enable the Board to maintain all personnel and programs for all the days set forth in its adopted school calendars for the current fiscal year and for a number of days in succeeding fiscal years equal to the number of days instruction was held or is scheduled for the current fiscal year. We additionally certify that the amount required to meet the obligation of the fiscal year in which the attached contract is made has been lawfully appropriated for such purpose and is in the treasury or in the process of collection to the credit of an appropriate fund free from any previous encumbrances.

Treasurer
(In his/her official capacity only)

Date

Superintendent
(In his/her official capacity only)

Date

Board President
(In his/her official capacity only)

Date

Wadsworth City Schools

July 1st, 2020 to July 1st 2021 Renewal Premiums
Liberty Mutual Insurance Company - Main School Program

Coverage	Annualized Expiring 2019/20	Renewal 2020/21	Comments
Package	$170,469	$177,918	
Property			
Flood/Earthquake			
Equipment Brkdwn			
Data Compromise			
General Liability			
Employee Benefits			
Sexual Misconduct			Amended Deductible from $2,500 to $5,000 for premium savings
Law Enforcement			
School Leaders E&O			
Ohio Stop Gap			
Crime			
Equipment Floater			
Automobile	$51,844	$52,553	
Umbrella ($10M Limit)	$18,473	$21,989	
Terrorism	$9,873	$10,680	
	$250,659	**$263,140**	Total Premium for Liberty Mutual Progam
Cyber	**$6,950**	**$6,997**	Cyber Program moving from Travelers to Tokio Marine
Active Shooter	**$3,454**	**$6,105**	Increasing limit from $1M to $2M and adding Off Premises Coverage
	$261,063	**$276,242**	Total Premium for 2020-21 Insurance Program

SeibertKeck INSURANCE PARTNERS

The "firming" insurance market is a result of increased losses in property and liability coverage coupled with social inflation that have caused insurers to increase rates to cover costs. Social inflation refers to the rising costs of insurance claims that are a result of social trends and opinions toward increased litigation, sympathetic juries, broader contract interpretetions and litigation funding.

Higher liability premiums are a direct result from an increase in sexual abuse and molestation claims. Carriers are adding restrictions to policy forms and many exclude coverage in the umbrella form. Liberty Mutual has remained steadfast in maintaining the current coverage.

Reinsurers continue look for a rate increases on property coverage due to past losses from the California fires, hurricanes and areas of flooding which have depleted limit capacity as they pay out unprecedented amounts for trhese claims.

2020-2021 Commercial Insurance Proposal

Wadsworth City Schools

524 Broad Street
Wadsworth, OH 44281

Presented by:

Craig A. Hassinger, President
Shelley White, Assistant Vice President
Laura Nolan, Account Manager

SeibertKeck Insurance Agency
2950 W. Market Street • Akron, OH 44333

June 4, 2020

THIS INSURANCE DOCUMENT IS FURNISHED TO YOU AS A MATTER OF INFORMATION FOR YOUR CONVENIENCE. IT ONLY SUMMARIZES THE LISTED PROPOSED POLICY(IES) AND IS NOT INTENDED TO REFLECT ALL THE TERMS AND CONDITIONS OR EXCLUSIONS OF SUCH PROPOSED POLICY(IES). MOREOVER, THE INFORMATION CONTAINED IN THIS DOCUMENT REFLECTS PROPOSED COVERAGE AS OF THE EFFECTIVE DATE(S) OF THE PROPOSED POLICY(IES) AND DOES NOT INCLUDE SUBSEQUENT CHANGES. THIS DOCUMENT IS NOT AN INSURANCE POLICY AND DOES NOT AMEND, ALTER OR EXTEND THE COVERAGE AFFORDED BY THE LISTED PROPOSED POLICY(IES). THE INSURANCE AFFORDED BY THE LISTED PROPOSED POLICY(IES) IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH PROPOSED POLICY(IES).

Service Team

Name	Title	Business No. Cell Phone	Email
Craig Hassinger	President	**B**:(330) 865-6237 **C**:(330) 697-4277	chassinger@seibertkeck.com
Shelley White	Assistant Vice President	**B**:(330) 865-6582 **C**:(330) 858-8500	swhite@seibertkeck.com
Laura Nolan	Account Manager	**B**:(330) 294-1345	lnolan@seibertkeck.com
Dori Bowers, CISR	Claim Manager	**B**:(330) 865-6591	dbowers@seibertkeck.com
Branch Phone Number: (330) 867-3140 Branch Fax Number: (330) 865-6826 24 Hour Claim Emergency: (330) 294-1343			

Premium Summary

Line of Business	2019-20 Expiring Premiums	2020-21 Renewal Premiums	
Property	$ 120,332	$ 132,086	
Liability Coverage	$ 43,773	$ 40,612	
Business Auto	$ 51,844	$ 52,553	
Inland Marine	$ 5,657	$ 5,526	
Crime	$ 707	$ 712	
Umbrella	$ 18,473	$ 21,989	
Terrorism	$ 9,873	$ 10,680	
Liberty Mutual Policies:	**$250,659**	**$ 264,158**	
Expiring Cyber is Travelers Renewal Cyber is Tokio Marine	Travelers $ 6,950	Tokio Marine $ 6,997	Travelers $ 9,775
McGowan Active Shooter Policy	$ 3,454	$ 3,454	
Account Total:	**$ 261,063**	**$ 274,609**	

Coverage Notation:

Several Companies are limiting their Sexual Misconduct and Molestation forms. Liberty Mutual has made a commitment to their insureds to maintain their current coverage without restrictions.

Exposure Updates:

- Blanket Building and Contents limit went from $296,697,271 to $296,483,453 (a decrease of $213,818 or 0.07%)
- Musical Instruments limit went from $784,568 to $605,753
- Band Uniforms increased to $115,000
- Premium Basis on General Liability:
    - Pre-School, Elementary and Middle School Student – No change, remains 3,030
    - Senior High Students increased from 1,599 to 1,611
    - Faculty – No change, remains at 283
    - Total Number of Students from 4,629 to 4646
    - Vacant Land Properties:
        - S. Lyman St., Wadsworth, OH
        - Parcel 040-20C-15-017: 596 Main Street, Wadsworth OH
        - Parcel 040-20D-01-022: Broad Street, Wadsworth OH
        - Parcel 040-20A-09-077: Good Avenue, Wadsworth OH

Recommended Options	
Description	**Premium**
Sexual Misconduct and Molestation Coverage - Increase Deductible from $2,500 to $5,000	Premium Savings $1,018
Active Shooter - Increasing Liability Limit from $1,000,000 to $2,000,000	Additional Premium $1,430
Active Shooter - Off Premises Coverage covers Employees and Students when attending school related events off site	Additional 25% of Annual Premium

Accepted by:

_____
Print Name

_____ Date: _____
Signature

Location Schedule

Loc #	Bldg #	Address
001	001	151 Main St• Wadsworth, OH 44281 – Central Intermediate School
001	002	151 Main St • Wadsworth, OH 44281 – Central Intermediate School
002	001	200 Takacs St • Wadsworth, OH 44281 – Franklin Elementary School
002	002	200 Takacs St • Wadsworth, OH 44281 - Franklin Elementary School
003	001	324 College St • Wadsworth, OH 44281 – Rohrer & Barton Maintenance Garage
004	001	357 Sunset Blvd • Wadsworth, OH 44281 – Bus Garage
004	002	357 Sunset Blvd • Wadsworth, OH 44281 – Bus Garage
005	001	280 North Lyman St • Wadsworth, OH 44281 – Lincoln Elementary School
005	002	280 North Lyman St • Wadsworth, OH 44281 – Lincoln Elementary School
006	001	524 Broad St • Wadsworth, OH 44281- Parsons Administration Building
006	002	524 Broad St • Wadsworth, OH 44281 – Parsons Administration Building
007	001	625 Broad St • Wadsworth, OH 44281 – Wadsworth High School
007	002	625 Broad St • Wadsworth, OH 44281 – Wadsworth High School
007	003	625 Broad St • Wadsworth, OH 44281 – Wadsworth High School – Athletic Building
008	001	625 Orchard St. • Wadsworth, OH 44281 – Valley View Elementary School
008	002	625 Orchard St. • Wadsworth, OH 44281 – Valley View Elementary School
008	003	625 Orchard St. • Wadsworth, OH 44281 – Valley View Elementary School
009	001	110 Humbolt Ave • Wadsworth, OH 44281 – Sacred Heart School
010	001	280 Grandview Ave • Wadsworth, OH 44281 – Art Wright Stadium
010	002	280 Grandview Ave • Wadsworth, OH 44281 – Art Wright Stadium
010	003	280 Grandview Ave. • Wadsworth, OH 44281 – Art Wright Stadium
010	004	280 Grandview Ave • Wadsworth, OH 44281 – Art Wright Stadium
010	005	280 Grandview Ave • Wadsworth, OH 44281 – Art Wright Stadium
010	006	280 Grandview Ave • Wadsworth, OH 44281 – Art Wright Stadium
011	001	150 Silvercreek Rd • Wadsworth, OH 44281 – Wadsworth Middle School
011	002	150 Silvercreek Rd • Wadsworth, OH 44281 – Wadsworth Middle School
012	001	325 Sunset Blvd • Wadsworth, OH 44281 – Isham Memorial Elementary School
012	002	325 Sunset Blvd • Wadsworth, OH 44281 – Isham Memorial Elementary School
013	001	650 Broad St. • Wadsworth, OH 44281 – Overlook Elementary School
013	002	650 Broad St. • Wadsworth, OH 44281 – Overlook Elementary School
014	001	274 Grandview Ave • Wadsworth, OH 44281 – Equipment Storage

Property

Insurance Company: Netherlands Insurance Co.
Policy Period: 7/1/2020 to 7/1/2021

Coverage Detail

Blanket Limits				
Subject	**Amount**	**Valuation**	**Co-Ins %**	**Ded.**
Blanket Building & Business Personal Property	$ 296,483,453	RC/AA	100%	$10,000
Blanket Business Income & Extra Expense *$1,000,000 of coverage is provided in Extension Endorsement*	$ 1,500,000	AA		24 Hrs.
Property of Others or Personal Effects *Coverage is provided in Extension Endorsement*	$ 500,000	RC		$500
Property off Premises	$ 200,000	RC		$500
Flood	$ 1,000,000	RC		$100,000
Earthquake	$ 10,000,000	RC		5%
Location 1, Building 1: 151 Main Street, Wadsworth, OH – Central Intermediate School				
Subject	**Amount**	**Valuation**	**Co-Ins %**	**Ded.**
Building	$ 31,483,040	RC/AA	100%	$10,000
Business Personal Property	$ 1,296,349	RC/AA	100%	$10,000
Property in the Open	$ 162,175	RC		$10,000
Business Income without Extra Expense	Included	AA		24 Hrs.
Location 2, Building 2: 200 Takacs Street, Wadsworth, OH – Franklin Elementary School				
Subject	**Amount**	**Valuation**	**Co-Ins %**	**Ded.**
Building	$ 9,076,914	RC/AA	100%	$10,000
Business Personal Property	$ 482,810	RC/AA	100%	$10,000
Property in the Open	$ 151,937	RC		$10,000
Business Income with Extra Expense	Included	AA		24 Hrs.
Location 3, Building 1: 324 College Street, Wadsworth, OH – Rohrer & Barton Maintenance Garage				
Subject	**Amount**	**Valuation**	**Co-Ins %**	**Ded.**
Building	$ 1,009,633	RC/AA	100%	$10,000
Business Personal Property	$ 200,657	RC/AA	100%	$10,000
Business Income with Extra Expense	Included	AA		24 Hr

Location 4, Building 1: 357 Sunset Blvd, Wadsworth, OH - Bus Garage				
Subject	**Amount**	**Valuation**	**Co-Ins %**	**Ded.**
Building	$ 2,728,364	RC/AA	100%	$10,000
Business Personal Property	$ 70,904	RC/AA	100%	$10,000
Property in the Open	$ 154,239	RC		$10,000
Tanks	$ 5,850	RC		$10,000
Business Income with Extra Expense	Included	AA		24 Hr
Location 5, Building 1: 280 North Lyman Street, Wadsworth, OH – Lincoln Elementary School				
Subject	**Amount**	**Valuation**	**Co-Ins %**	**Ded.**
Building	$ 9,076,914	RC/AA	100%	$10,000
Business Personal Property	$ 616,421	RC/AA	100%	$10,000
Property In The Open	$ 368,520	RC		$10,000
Business Income with Extra Expense	Included	AA		24 Hr
Location 6, Building 1: 524 Broad Street, Wadsworth, OH – Parsons Administration Building				
Subject	**Amount**	**Valuation**	**Co-Ins %**	**Ded.**
Building	$ 5,754,499	RC/AA	100%	$10,000
Business Personal Property	$ 296,107	RC/AA	100%	$10,000
Property In The Open	$ 39,282	RC		$10,000
Business Income with Extra Expense	Included	AA		24 Hr
Location 7, Building 1: 625 Broad Street, Wadsworth, OH – Wadsworth High School				
Subject	**Amount**	**Valuation**	**Co-Ins %**	**Ded.**
Building	$ 142,534,494	RC/AA	100%	$10,000
Business Personal Property	$ 5,850,644	RC/AA	100%	$10,000
Property In The Open	$ 580,963	RC		$10,000
Sign	$ 27,000	RC		$10,000
Business Income with Extra Expense	Included	AA		24 Hr
Location 7, Building 2: 625 Broad Street, Wadsworth, OH – Wadsworth High School				
Subject	**Amount**	**Valuation**	**Co-Ins %**	**Ded.**
Building Gas Meter	$ 13,634	RC/AA	100%	$10,000

Location 7, Building 3: 625 Broad Street, Wadsworth, OH – Wadsworth High School, Athletic Bldg				
Subject	**Amount**	**Valuation**	**Co-Ins %**	**Ded.**
Building	$ 683,060	RC/AA	100%	$10,000
Business Personal Property	$ 60,0242	RC/AA	100%	$10,000
Location 8, Building 1: 625 Orchard St., Wadsworth, OH – Valley View Elementary School				
Subject	**Amount**	**Valuation**	**Co-Ins %**	**Ded.**
Building	$ 13,171,226	RC/AA	100%	$10,000
Business Personal Property	$ 581,473	RC/AA	100%	$10,000
Property in the Open	$ 19,574	RC/AA	100%	$10,000
Business Income with Extra Expense	Included	AA		24 Hr.
Location 8, Building 2: 625 Orchard St., Wadsworth, OH – Valley View Elementary School				
Subject	**Amount**	**Valuation**	**Co-Ins %**	**Ded.**
Building Gas Meter	$ 5,454	RC/AA	100%	$10,000
Location 9, Building 1: 110 Humbolt Avenue, Wadsworth, OH – Sacred Heart School				
Subject	**Amount**	**Valuation**	**Co-Ins %**	**Ded.**
Business Personal Property	$ 116,777	RC/AA	100%	$10,000
Business Income with Extra Expense	Included	AA		24 Hr.
Location 10, Building 1: 280 Grandview Ave., Wadsworth, OH – Art Wright Stadium				
Subject	**Amount**	**Valuation**	**Co-Ins %**	**Ded.**
Building	$ 5,710,005	RC/AA	100%	$10,000
Business Personal Property	$ 42,837	RC/AA	100%	$10,000
Property In The Open	$ 1,856,294	RC	100%	$10,000
Business Income with Extra Expense	Included	AA		24 Hr.
Location 11, Building 1: 150 Silvercreek Road, Wadsworth, OH – Middle School				
Subject	**Amount**	**Valuation**	**Co-Ins %**	**Ded.**
Building	$ 32,831,828	RC/AA	100%	$10,000
Business Personal Property	$ 1,076,631	RC/AA	100%	$10,000
Property In The Open	$ 512,300	RC/AA	100%	$10,000
Business Income with Extra Expense	Included	AA		24 Hr.
Location 12, Building 1: 325 Sunset Blvd., Wadsworth, OH – Isham Memorial Elementary School				
Subject	**Amount**	**Valuation**	**Co-Ins %**	**Ded.**
Building	$ 13,176,952	RC/AA	100%	$10,000
Business Personal Property	$ 576,759	RC/AA	100%	$10,000

Property In The Open	$ 26,284	RC/AA	100%	$10,000
Business Income with Extra Expense	Included	AA		24 Hr.
Location 13, Building 1: 650 Broad St., Wadsworth, OH – Overlook Elementary School				
Subject	**Amount**	**Valuation**	**Co-Ins %**	**Ded.**
Building	$ 13,171,226	RC/AA	100%	$10,000
Business Personal Property	$ 639,061	RC/AA	100%	$10,000
Property In The Open	$ 94,123	RC/AA	100%	$10,000
Business Income with Extra Expense	Included	AA		24 Hr.
Location 14, Building 1: 274 Grandview Avenue, Wadsworth, OH – Equipment Storage				
Building	$ 25,000	RC/AA	100%	$10,000
Business Personal Property	$ 23,000	RC/AA	100%	$10,000
Business Income with Extra Expense	Included	AA		24 Hr.

Cause of Loss: Special

Valuation:

- **RC/AA:** Replacement Cost / Agreed Amount
- **RC:** Replacement Cost
- **AA:** Agreed Amount

Property in the Open includes Playground Equipment

Contents Limit includes Computer Equipment

Additional Covered Property includes:

- Lighting
- Fencing
- Scoreboards
- Bleachers
- Playground Equipment
- Concession Stands & Press Boxes
- Dugouts
- Grandstands
- Goalposts

Additional Coverages

Description	Limit	Deductible
Equipment Breakdown	Included	$10,000
Paved Surfaces and Turf	$3,000,000	$500
Pollutant Cleanup or Removal	$250,000	$500
Property in Transit	$200,000	$500
Utility Service – Direct Damage Excluding Overhead Lines	$100,000	$500
Ultra Plus Endorsement	Included	$500
Backup of Sewers or Drains	$500,000	$500
Outdoor Property	$100,000	$2,500

Ohio Casualty School Ultra Plus Endorsement

With Supplement to School Extension Ultra Plus Endorsement

Coverage Extensions	Limit
Special Crime Provisions	Included
Broadened Premises	1,250 Feet
Real Property of Others Required by Contract	$10,000
Electronic Data – Included in Business Personal Property Limit	$25,000
Foundations	Included
Debris Removal	$500,000
Fire Department Service Charge	$25,000
Pollutant Clean Up and Removal	$250,000
Classroom Chemical Spills	$10,000 Each Occurrence/$50,000 Maximum
Inventory Costs	$50,000
Changes or Extremes in Temperature or Humidity	$15,000
Newly Acquired or Constructed Property – Buildings	$1,000,000 180 days
Newly Acquired or Constructed Property – Personal Property	$1,000,000 180 days

Personal Effects and Property of Others	$500,000
Valuable Papers and Records (Other Than Electronic Data)	$100,000
Property Off-Premises (Including while in Transit)	$200,000
Outdoor Property	$100,000
Accounts Receivable	$100,000
Arson Reward	$25,000
Extra Expense	$1,000,000
Fine Arts	$25,000
Fire Protective Devices	Included in Building Limit
Glass Showcases	$10,000
Loss of Refrigeration	$100,000
Laptop/Portable Computer	$10,000
Computer Equipment	$200,000
Lock Replacement	$1,000
Money and Securities – Inside the Premises	$10,000
Money and Securities – Outside the Premises	$10,000
Off-Premises Services Interruption	$100,000
Business Income	$100,000
Paved Surfaces	$3,000,000
Underground Fiber Optic Cable	Included in the Building Limit
Signs (Attached)	Included in the Building Limit
Special Deductible Provisions	Included
Replacement Cost – Leased Personal Property	Included
Ordinance or Law	10% of the Building Limit subject to $500,000 maximum

Equipment Floater

Insurance Company: Netherlands Insurance Co.
Policy Period: 7/1/2020 to 7/1/2021

Coverage Detail

General Coverage Information
Coverage applies on a blanket basis. Total Scheduled Equipment amount of coverage is: $220,738 Coinsurance: 90% Coverage is written on an *All Risk* Basis. Please refer to the policy for terms, conditions and exclusions which may limit coverage. Coverage, except Fine Arts, is written on a Replacement Cost Basis subject to a Flat Deductible of $500. (Fine Arts coverage is Actual Cash Value)

Unscheduled Equipment

Description	Amount of Ins	Coins %
Rented Equipment	$ 2,000	90%
Musical Instruments	$605,753	90%
Band Uniforms	$115,000	90%

Additional Information

Insured Rents Port-A-Pots For Various Events, ie Track Meets etc.
Coverage for $150,000 for Dwellings Under Construction with $500 Deductible
Policy form automatically provides: $50,000 Fine Arts – Actual Cash Value Basis $50,000 Cameras and Audio-Visual Equipment $20,000 Signs $50,000 Athletic Equipment

Scheduled Equipment

Item #	Description	ID/Serial #	Amount of Ins.
1	1999 John Deere 4100 Tractor w/ front end loader & 72” deck	LV4100H114963	$ 12,968
2	2003 Caterpillar GC25 Forklift	4EM91941	$ 8,160
3	2008 Ventrac Turf utility unit with attachments	4321TD	$ 25,000
4	Toyota Forklift	63064	$ 6,000
5	Water Reel T200CS	440442	$ 12,000
6	Club Car Golf Cart		$ 2,000
7	Hustler 929935 Super Z with Bac-Vac Kit & flex Fords	11090925	$ 14,166
8	Hustler 930396 Trimstarr with Velke Ride on Stand	12081091	$ 4,692
9	2009 John Deere 620i Gator w/ snowblades	MOHXOPA068109	$ 13,300
10	2009 John Deere 620i Gator w/ snowblades	MOHXOPA070692	$ 13,300
11	Redexim 7416 Veriti-drain Deep Ti		$ 22,500
12	Bannerman B-BP-4 Ballpark Groomer		$ 3,197
13	Turfco Mete-R-Matic Material Top Dresser		$ 7,995
14	Mahindra Mower/Tractor	4025GL	$ 19,748
15	Hustler 931733 Zero Turn Mower	15031857	$ 19,800
16	Riding Striper	7000	$ 11,800
17	PS335M Vicon Fertilizer Spreader	VN2160502315	$ 2,614
18	Super Z Model No. 937045	17091733	$ 11,498
19	Miscellaneous		$ 10,000
		Total of Scheduled Equipment	**$ 220,738**

Crime / Fidelity

Insurance Company: Netherlands Insurance Co.
Policy Period: 7/1/2020 to 7/1/2021

Coverage Detail

Subject	Amount	Deductible
Employee Theft	$500,000	$10,000
Computer Fraud	$250,000	$10,000
Social Engineering*	$250,000	$10,000

- Volunteers as Employees Endorsement
- *Social Engineering coverage provides coverage for an organization's losses when an employee is tricked into making a payment through email, telephone, letter or other means to someone impersonating a vendor, client, etc.

Computer fraud covers money, securities and other property. It involves the use of any computer to fraudulently transfer covered property from your premises or a banking premises to somewhere else outside of your premises or a bank's.

Coverage applies when someone hacks into your computer and bypasses your firewall in order to tell your computer to send money to a hacker's bank account.

General Liability

Insurance Company: Netherlands Insurance Co.
Policy Period: 7/1/2020 to 7/1/2021

Coverage Detail

Limits of Liability	Description
$1,000,000	Per Occurrence
$2,000,000	Annual Aggregate – Other than Products
$2,000,000	Annual Aggregate – Products & Completed Operations
$1,000,000	Personal & Advertising Injury Limit
$500,000	Damage to Rented Premises
$15,000	Medical Expenses – Any One Person
• Commercial General Liability – Occurrence Form • Per Location General Aggregate	

Additional Coverages & Endorsements

Coverage	Occurrence	Aggregate	Deductible
School Leaders Errors & Omissions - Non-Monetary Relief Defense	$ 1,000,000 $ 100,000	$ 1,000,000	$ 2,500 $ 2,500
Law Enforcement Legal Liability - Non-Monetary Relief Defense - Retro Date 04-19-04	$ 1,000,000 $ 100,000	$ 1,000,000	$ 5,000
Sexual Misconduct - Innocent Party Defense	$ 1,000,000 $ 300,000	$ 1,000,000	$ 2,500
Endorsements			
Independent Contractors Endorsement: Various Wadsworth Police Officers While Employed for Security Purposes			
Exclusion – Student Medical Payments Coverage			
Worldwide General Endorsement			
General Liability Expanded Endorsement			

General Liability – Who is an Insured

Coverage	Who is an Insured?
School Leaders Errors & Omissions	• Board Members • Trustees • Employees • Teachers, Student Teachers, Substitute Teachers • Volunteers
Sexual Misconduct	• Board Members • Trustees • Employees • Teachers, Student Teachers, Substitute Teachers • Volunteers

Blanket Additional Interests

Blanket Additional Insured Endorsement – As Required by Written Contract, Agreement Or Permit

General Liability Classifications

Loc#	Classification	Premium Basis	
0	Elementary Students	3,030	Students
0	Senior High Students	1,611	Students
0	Schools-Faculty Liability for Corporal Punishment of Pupils	283	Faculty
0	Sexual Misconduct & Molestation Liability	4,646	Students
0	Innocent Party Defense Coverage	4,629	Students
0	School Leaders Errors & Omissions	4,646	Students
0	Stadiums – Operated by the insured	$64,577	Gross Sales – Per $1,000/Sales
14	Vacant Land - S. Lyman St., Wadsworth, OH	1/2	Acre
15	Vacant Land - Parcel 040-20C-15-017: 596 Main Street, Wadsworth OH	1	Acre
16	Vacant Land - Parcel 040-20D-01-022: Broad Street, Wadsworth OH	1	Acre
17	Vacant Land - Parcel 040-20A-09-077: Good Avenue, Wadsworth OH	1	Acre

Ohio Casualty Commercial General Liability Extension Endorsement

Coverage Extensions	Limit
Additional Insured – By Contract Agreement or Permit (Other than Vendors)	When named insured agrees in writing by contract, agreement, or permit
Additional Insured – Vendors	When named insured agrees in writing by contract or agreement with respect to bodily injury or property damage arising out of named insured's products
Broad Form Named Insured	Covers all legally incorporated entities of which insured owns more than a 50% interest during policy period
Knowledge of Occurrence, Offense, Claim or Suit	Applies when specific types of insureds (e.g. partners, executive officers, etc) have knowledge of them
Liberalization Clause	Benefit from more liberal endorsement provision when it becomes effective in a state rather than upon policy renewal
Bodily Injury Redefined	Includes mental anguish, mental injury, shock, fright (nonphysical injury), or death that results from physical injury, sickness, or disease
Premises – Rented	$300,000 or the limit shown in the declarations, whichever is greater
Medical Expense	$15,000
Property Damage – Customers' Goods	Included while goods are on premises to be worked on or used in the manufacturing process
Property Damage – Borrowed Equipment	Included while not in use at the job site, insured's premises, or while in transit
Property Damage – Elevators	Removes property damage exclusion if damage results from the use of elevators
Non-owned Aircraft	Included if no other insurance is available to insured
Non-owned Watercraft	Less than 51 feet long
Damage by Fire, Lightning, Explosion, Smoke or Leakage	Included in premises rented from automatic fire protection systems subject to the greater of $300,000 limit or the limit shown in the declarations
Medical Payments	Increased to the greater of $15,000 or the amount shown in the declarations. Extends the reporting period to three years
Supplementary Payments	$2,500 and loss of earnings up to $300 per day

Employee Benefits Liability

Insurance Company: Netherlands Insurance Co.
Policy Period: 7/1/2020 to 7/1/2021

Coverage Detail

Limits of Liability	Description
$ 1,000,000	Per Employee
$ 3,000,000	Aggregate
$ 1,000	Deductible Per Claim
• Retroactive Date: 11/1/1995 • Number of Employees Covered by Employee Benefits Plans: 327 • Claims Made	

Employers Liability

Insurance Company: Netherlands Insurance Co.
Policy Period: 7/1/2020 to 7/1/2021

Coverage Detail

Limits	Description
$ 1,000,000	Employers Liability – Bodily Injury By Accident – Each Accident Limit
$ 1,000,000	Employers Liability – Bodily Injury By Disease – Policy Limit
$ 1,000,000	Employers Liability – Bodily Injury By Disease – Each Employee Limit
$ 2,000,000	Aggregate Limit
$ 28,354,300	Payroll

Commercial Auto

Insurance Company: Netherlands Insurance Co.
Policy Period: 7/1/2020 to 7/1/2021

Coverage Detail

Limits	Description
$1,000,000	Liability Combined Single Limit (Owned, Hired & Non-Owned Autos)
$ 5,000	Medical Payments-Each Person (All Owned Autos)
$1,000,000	Uninsured Motorist-Bodily Injury-Ea. Accident (All Owned Autos)
$1,000,000	Underinsured Motorist-Bodily Injury-Ea. Accident (All Owned Autos)

Additional Coverages & Endorsements

- Comprehensive Physical Damage applies to All Owned Autos and Hired Autos
- Collision Physical Damage applies to All Owned Autos and Hired Autos

- Hired Car Physical Damage Coverage is written on a Primary Basis

- Hired Car Physical Damage Limit: $125,000 ($75,000 Primay & $50,000 Excess in Enhancement)
- Hired Car Physical Damage – Comprehensive Deductible: $100
- Hired Car Physical Damage – Collision Deductible: $500
- Maximum Comprehensive Per Event Deductible - $28,000

- Replacement Cost on Buses 10 Years Old or Less

- Fellow Employee Coverage
- Lease/Loan Gap Coverage
- Rental Limit $75 Day/60 Days, 24-Hour Waiting Period
- Automatic Additional Insured by Written Contract, Agreement or Permit
- Employees/Volunteers as Insureds
- School Bus Auto Extension Endorsement
- Towing & Labor Costs: $50 Private Passenger Units & Trucks 10,000 GVW And Under, $150 Trucks 10,001 To 30,000 GVW

Vehicles

Vehicle	Liab	Med Pay/ PIP	UM/UIM	Comprehensive Deductible	Collision Deductible
2001 SAF-T-LINE Bus 1T88R4B2911098745 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
1999 Blue Bird School Bus 1BAAKCSA3XF088291 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
1996 Blue Bird School Bus 1BAAKCSA0TF066467 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2002 Blue Bird School Bus 1BABKC0A52F204350 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2001 Thomas School Bus 1T88R4B2011098746 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2002 Blue Bird Bus 1BABKC0A72F204351 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
1998 Chevy Suburban 3GNGC26R1WG128587 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
1998 Chevy Suburban 3GNGC26R9WG137019 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
1997 Chevy Dump 1GVJC34R2VF011578 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
1991 Chevy Pickup 1GCFK24K7MZ171292 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2004 Blue Bird School Bus 1BABKCKA54F218863 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2004 Blue Bird School Bus 1BABKCKA74F218864 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2004 Blue Bird School Bus 1BABKCKA64F218869 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2004 Blue Bird School Bus 1BABKCKA94F218865 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2005 Blue Bird School Bus 1BABKCKA15F226248 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2005 Blue Bird School Bus 1BABKCKAX5F226247 Wadsowrth, OH	•	MP	BOTH	$2,000	$2,000
2005 Chevrolet Silverado 1GCHK24U45E173455 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2007 Thomas School Bus 1T88R4C2871286955 (#32) Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2007 Thomas School Bus 1T88R4C2671286954 (#33) Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2006 Chevy Malibu LT 1G1ZT51F66F197270 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000

Vehicle	Liab	Med Pay/ PIP	UM/UIM	Comprehensive Deductible	Collision Deductible
2008 Chevy Express 1GCGG25C381126397 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2009 Blue Bird School Bus 1BABKCKA29F260785 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2009 Blue Bird School Bus 1BABKCKA49F260786 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2008 Blue Bird School Bus 1BABKCKA48F251746 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2008 Blue Bird School Bus 1BABKCKA68F251747 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2010 Blue Bird School Bus 1BABKCPA5AF267808 Wadsworth #38, OH	•	MP	BOTH	$2,000	$2,000
2010 Blue Bird School Bus 1BABKCPA7AF267809 Wadsworth #39, OH	•	MP	BOTH	$2,000	$2,000
2009 Chevy Suburban 1GNGC46K19R164718 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2009 Ford F-550 1FDAF57R39EB05180 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2010 Chevy Express 1GNZGPG3A1123636 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2011 Blue Bird School Bus 1BABKCPAXBF280684 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2011 Chevy Malibu 1G1ZD3EU0BF249881 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2011 Chevy Malibu 1G1ZD5E10BF242547 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
1995 International Utility Trailer 1ZFUF1625SB005810 Wadsworth, OH	•			$2,000	$2,000
2002 Southwest Encl. Trailer 48BTE16203B0311227 Wadsworth, OH	•			$2,000	$2,000
2005 Utility Band Trailer 5JXCT242X5S187695 Wadsworth, OH	•			$2,000	$2,000
2014 Utility Trailer 56JTE2421EA135171 Wadsworth, OH	•			$2,000	$2,000
2016 Sure-Trac Trailer 5JW2U2024G1145809 Wadsworth, OH	•			$2,000	$2,000
2014 Blue Bird T3FE3800S 1BABLCPA0EF301415 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2014 Blue Bird T3FE3800S 1BABLCPA2EF301416 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2014 Ford E-150 1FMNE1BW6EDA11742 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2014 Chevy Silverado 1GC0KVCG8EF164083 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000

Vehicle	Liab	Med Pay/ PIP	UM/UIM	Comprehensive Deductible	Collision Deductible
2015 Ford Transit 1FMZK1ZM2FKB00557 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2015 Ford Transit 1FMZK1ZM4FKB00558 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2016 Thomas School Bus 1T88X9D28G1096171 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2016 Thomas School Bus 1T88X9D2XG1096172 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2017 Thomas School Bus 1T88X9D2XH1110332 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2017 Thomas School Bus 1T88X9D21H1110333 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2016 Ford Transit 1FMZK1CM2GKB41264 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2016 GMC Sierra 1GT02REG2GZ371221 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2016 GMC Sierra 1GT02REG2GZ197831 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2018 Blue Bird Bus 1BAKGCPA7JF336841 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2016 GMC Pickup 1GT02REG7GZ387494 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2018 Blue Bird Bus 1BAKGCPA7JF336842 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2013 Chevy Silverado 1GC3KZCG7DF188796 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2005 King Enclosed Trailer 5P1BE12275W110659 Wadsworth, OH	•			$2,000	$2,000
2018 Quality Utility Trailer 550FA1620JS001578 Wadsworth, OH	•			$2,000	$2,000
Hughes Trailer 4PRUS162WE000365 Wadsworth, OH	•			$2,000	$2,000
2019 Blue Bird Bus 1BAKGCSA7KF348111 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2019 Blue Bird Bus 1BAKGCSA9KF348112 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
1994 Chevy Pickup 1GCFK24K2RZ231020 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2009 International 1HTWDAZR89J057515 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2018 Ford Transit TK 1FMZK1ZM0JKB51483 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2018 Ford Transit TK 1FMZK1ZM2JKB51484 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000

Vehicle	Liab	Med Pay/ PIP	UM/UIM	Comprehensive Deductible	Collision Deductible
2017 Chevrolet 3500 Express 1GAZGPFF0H1203234 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2020 Blue Bird Bus 1BAKGCEA6LF359601 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000
2020 Blue Bird Bus 1BAKGCEA8LF359602 Wadsworth, OH	•	MP	BOTH	$2,000	$2,000

Driver List

Last Name, First Name
Alexander, Pete
Alkyer, Karen
Allwod, Sherrie
Ball, Christine
Ballinger, Jennifer
Barker, Lisa
Baughman, Grace
Beeman, Doug
Beery, Chris
Bennett, Judith A.
Bergstresser, Mallory
Berlin, Rich
Bowsher, Leica
Bradford, Desire P.
Brady, Steve
Braman, Tiffany
Breuers, Tanya
Britton, Deborah L.
Buda, Becki
Burkhart, Renee
Burton, John
Canter, Chris
Chase, Christine
Cool, Karen
Cornett, Stacy
Crow, Mike
Currens, Blake
Demczyk, Margaret
Derrig, Chandra

Drown, Carol
Duncan, Lisa
Edwards, Douglas
Evans, Michele
Flanigan, Karen
Gahan, Joanne
Gauder, Lori C.
Giermann, Laura
Gnap, Kelly
Gramuglia, John
Halicki, Christina
Hall, Sandy
Hanna, Austin
Haren, Brian
Harris, Cheryl
Havens, Roger
Hensal, Tracy A.
Hill, Andrew
Hoar, Jamie
Hostetler, Mike
Howard, Susan
Hulme, Matt
Humrichouse, Zach
Hutchinson, John
Hutton, Andrew
Jackson, Eric
Joseph, Tabitha
Just, Tyler
Todd, Justin
Kallai, Chris
Kaufman, Larry
Kennell, Steve

Kerstetter, Laura
Kirk, Shelley
Kubiak, Donna
Lamp, Joyce
Larch, Gary (Scott)
Lenze, Phyllis
Long, Allan
Long, Renee
Luthman, Phil
Magensky, Corrine
Mandate, Bruce
Maslyk, Laura
McConnell, Matt
McElroy, Gregory
Memmer, James
Merlo, James
Miller, Debra
Miller, LeAnn
Moore, Steve
Moser, Michael
Musgrave, Brad
Newcomer, Darren
Nichol, Kristina
O'Dell, Sonia
Oplinger, Tom
Osborne, Rebecca
Palidar, Andrea
Pallija, Allison
Provchy, Andrew
Purda, Lori
Ranallo, Nicholas
Richards, Alexandra

Riley, James
Roberts, Chris
Robinson, Kristin
Rondy, Elizabeth
Roth, Robert
Ruedisueli, Ashley
Ryder, David
Sayre, Karla
Schmeltzer, Mike
Schrock Shannon
Shipley, Kip
Sieber, Chris
Simarro, Carlos
Simmons, Amanda
Simpson, Erin
Skamer, Barbara
Smith, Kathleen
Smole, Vanessa
Snyder, Beth
Snyder, Mark
Stallman, Kelly
Starcher, Melanie
Strickland, Michelle
Swanson, Patricia
Townsend, Pat
Trogdon, Lori
Tudor, Gabriel
VanDyke, Shawn
Waggonner, Clyde
Walker, Joyce
Wapenaar, Mark
Watts, Nance

Wenger, Clay
Wentworth-Hawanchak, Genevieve
White, Carol
Whited, Ryan
Wiley, Heather
Williams, Cathy
Wright, Roger
Wyrick, Jami
Young, Jill
Zelovic, Alex
Motz, Erica

Commercial Umbrella

Insurance Company: Indiana Insurance Company
Policy Period: 7/1/2020 to 7/1/2021

Coverage Detail

Limits	Description
$10,000,000	Per Occurrence Limit
$10,000,000	General Aggregate Limit
$10,000,000	Products & Completed Operations Aggregate Limit
$0	Retained Limit

Underlying Coverages

Policy Type	Carrier / Policy #	Effective Expiration	Limits
Automobile Liability	Netherlands Ins Company	7/1/2020	
Combined Single Limit	BA9767932	7/1/2021	$1,000,000
General Liability Occurrence Form	Netherlands Ins Company	7/1/2020	
Each Occurrence	CBP8302652	7/1/2021	$1,000,000
General Aggregate			$2,000,000
Product/Completed Operation Aggregate			$2,000,000
Personal & Advertising Injury			$1,000,000
Employers Liability	Netherlands Ins Company	7/1/2020	
Each Accident	CBP8302652	7/1/2021	$1,000,000
Disease-Policy Limit			$1,000,000
Disease-Each Employee			$1,000,000
Employee Benefit Liability	Netherlands Ins Company	7/1/2020	
Each Employee	CBP8302652	7/1/2021	$1,000,000
Aggregate Limit			$3,000,000

Umbrella Underlying Schedule

Insurance Company: Netherlands Insurance
Policy Period: 7/1/2020 to 7/1/2021

Underlying Schedule, contined

Named Insured: Wadsworth City School District

Carrier: Netherlands Insurance
Policy Number: CBP8302652
Policy Term: 07/01/19 to 07/01/20

Coverage Type	Limit
Sexual Misconduct and Molestation Liability	$1,000,000
Aggregate	$1,000,000
Law Enforcement Professional Liability	$1,000,000
Aggregate	$1,000,000
School Leaders Errors and Omissions Liability	$1,000,000
Aggregate	$1,000,000

Additional Information:
Law Endorsement Professional - Retro Date: 4/19/04
School Leaders Errors and Omissions - No Retro Date

Additional Coverages and Conditions:

Additional Coverages and Conditions
• Umbrella Form • Occurrence Form • First Dollar Defense Included • No Uninsured/Underinsured Motorists Coverage

Active Shooter Policy: Act of Workplace Violence and Stalking Threat

Insurance Company: Indian Harbor Ins. Co., coverage through McGowan Brokerage
Policy Period: 7/1/2020 to 7/1/2021

Coverage Detail

Limits	Description
$1,000,000	**Act of Workplace Violence Event Aggregate**
$1,000,000	Workplace Violence Expenses Per Insured Event
$1,000,000	3rd Party Legal Liability Per Insured Event
$ 50,000	Personal Accident Expenses Per Insured Person
$1,000,000	Business Interruption Expenses Per Insured Event
120 Days	Business Interruption Indemnity Period
6 Hours	Business Interruption Waiting Period
$1,000,000	**Stalking Threat Event Aggregate**
$1,000,000	Stalking Threat Expenses Per Insured Event
$1,000,000	3rd Party Legal Liability Per Insured Event
$ 250,000	Personal Accident Expenses Per Insured Person
$1,000,000	Business Interruption Expenses Per Insured Event
120 Days	Business Interruption Indemnity Period
6 Hours	Business Interruption Waiting Period
None	**Policy Deductible**
$1,000,000	**Policy Aggregate**

CyberRisk

Insurance Company: Tokio Marine (NonAdmitted Form)
Policy Period: 7/1/2020 to 7/1/2021

Coverage Detail

Liability Coverage	Limit	Retention
Privacy and Security	$1,000,000	$5,000
Payment Card Costs	$1,000,000	$5,000
Media	$1,000,000	$5,000
Regulatory Defense and Penalties	$1,000,000	$5,000
Breach Response Coverage	**Limit**	**Retention**
Privacy Breach Notification	$1,000,000	$5,000
Post Breach Remediation	$ 25,000	$5,000
BrandGuard Coverage	$1,000,000	2 Weeks / 6 Months Recovery Period
Data Recovery	$1,000,000	$5,000
Cyber Extortion	$1,000,000	$5,000
Reputational Harm	$1,000,000	$5,000
Bricking	$1,000,000	$5,000
Cyber Crime Coverage	**Limit**	**Retention**
Financial Fraud	$ 500,000	$5,000
Phishing Fraud	$ 500,000	$5,000
Telecom Fraud	$ 500,000	$5,000
Business Loss Coverage	**Limit**	**Retention**
Security Breach	$1,000,000	8 Hours / 6 Months Recovery Period
System Failure	$1,000,000	8 Hours / 6 Months Recovery Period
Dependent Security Breach	$1,000,000	12 Hours / 4 Months Recovery Period
Dependent System Failure	$1,000,000	12 Hours / 4 Months Recovery Period
Total Policy Aggregate Limit: $1,000,000		

Additional Provisions:

- Additional Defense Costs Limit: $1,000,000 for Third Party Claims / Does Not Reduce Policy Aggregate Limit
- Breach Event Costs Outside the Limit Enhancement
- Bricking Coverage: Replacement of Computer Hardware or Electronic Equipment
- Period of Restoration: 180 Days (6 Months – Noted Above)
- BrandGuard: Loss of Net Profit in the event of an adverse media report
- Bodily Injury Liability: $250,000 Each Occurrence / Aggregate Limit
- Property Damage Liability: $50,000 Each Occurrence / Aggregate Limit
- Full Prior Acts

THE STATE OF THE PROPERTY INSURANCE MARKET | SPRING 2020

WHAT IT MEANS FOR INSURANCE BUYERS



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THE STATE OF THE PROPERTY INSURANCE MARKET | SPRING 2020

WHAT IT MEANS FOR INSURANCE BUYERS

An Advisen whitepaper sponsored by AXA XL

April 2020

Rising premiums. Disappearing capacity. Tighter contract terms. This is the new reality for risk managers as they renew their property insurance programs. Brokers are reporting premium increases of more than 50 percent for many insureds.

The property/casualty insurance market is cyclical. A period of rising premiums and reduced capacity—a hard market—is followed by a typically longer period of falling rates and expanding capacity—a soft market. Analysts debate whether the current period of rising premiums technically qualifies as a hard market since certain key attributes are missing. Some call it a "transitioning" market instead.[1] Risk managers, brokers, and underwriters, however, aren't overly concerned about technical definitions—this passes the duck test: it looks, feels, and acts like a hard market.

For many people in the insurance ecosystem, this is their first experience of hard market conditions. While rate levels fluctuated somewhat over the past decade, the overall trend has been softening rates since 2004, the end of the last industry-wide hard market. Facing an uncharacteristically volatile market, many risk managers find it difficult to budget their insurance costs, or even to explain to senior management why premiums are rising so sharply. The pressure is on to find creative ways of keeping their total cost of risk in check.

For insurance carriers, rising rates are finally bringing relief from a prolonged period of chronically underpriced business that took a toll on the bottom line. But even though rate increases of 25 percent and more are now the norm, underwriters say more improvements are necessary to restore insurer profitability.

1. State of the Property Market - Q1 2020," AmWINS Group, Inc. 2/20/2020 https://www.amwins.com/insights/article/state-of-the-market-property

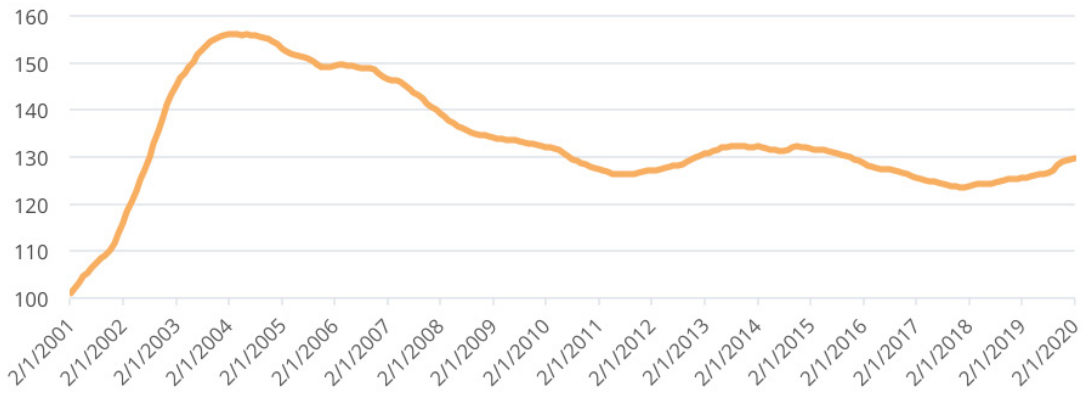
THE INSURANCE MARKET CYCLE

What goes up, must come down, according to the well-worn aphorism. But in the insurance universe, what comes down also must go up. Lather, rinse and repeat.

The cyclical nature of the insurance market was recognized at least as early as the 1920s. Over the past century, it was seen as a defining feature of the market. The last three hard markets in the United States were 1975-1978, 1984-1987, and 2001-2004. During the 2001-2004 hard market, commercial lines premiums increased, on average, 55 percent between Q4 2000 and Q2 2004, according to Advisen's ADVx® premium index. (Exhibit 1)

Exhibit 1

ADVx® – Composite



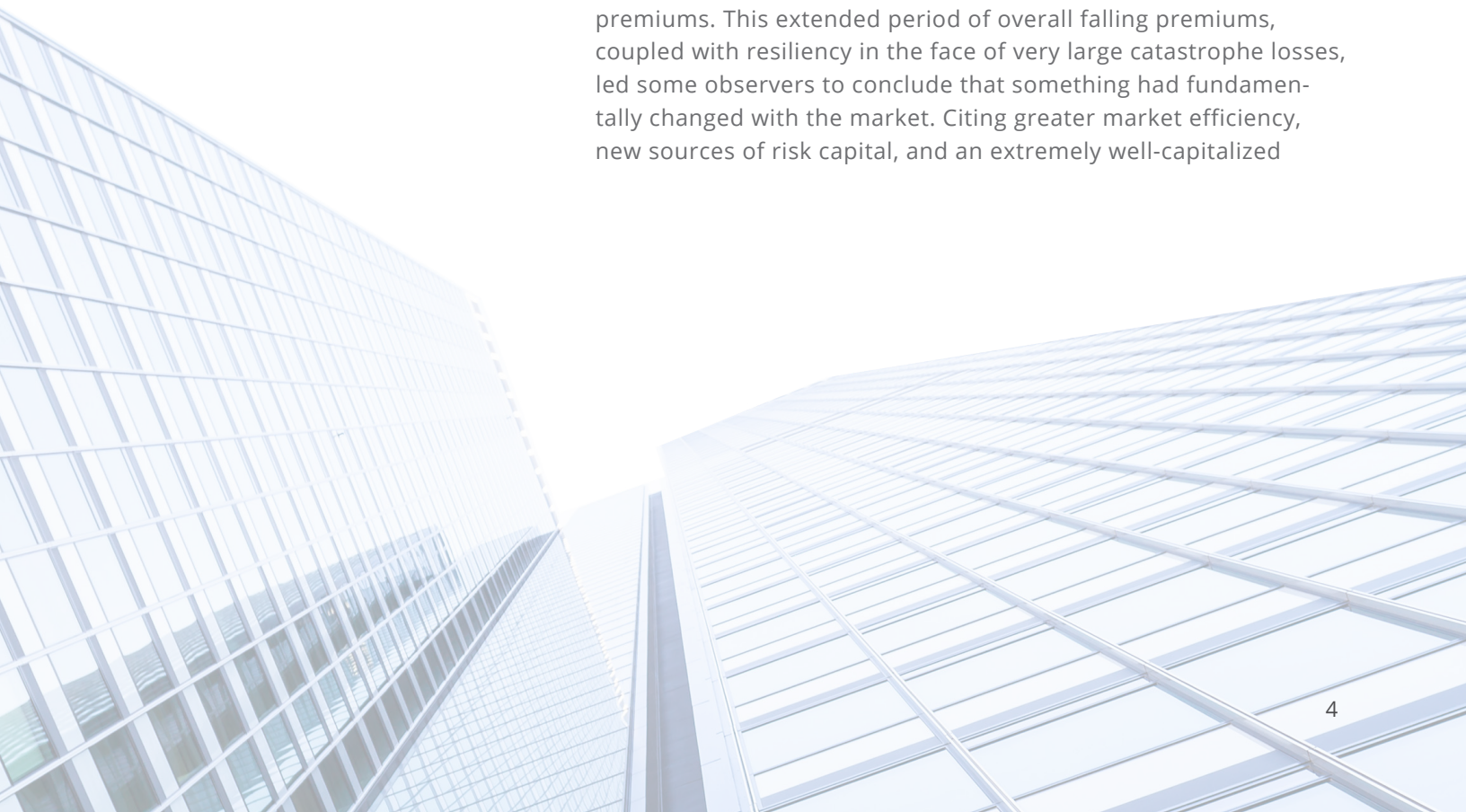
“During soft markets, premium rates fall as insurance carriers compete to increase market share.

During soft markets, premium rates fall as insurance carriers compete to increase market share. Underwriters also tend to be more willing to offer broader coverage and to relax underwriting standards. Lower rates for more expansive coverage eventually takes a toll, and insurer profitability suffers. When the pain becomes too great, underwriters begin demanding higher premiums. This response usually follows decisions by some carriers to reduce capacity or even withdraw altogether from some lines, classes, or territories. When underwriters discover that they can demand, and get, higher premiums, rates rise sharply.

Market cycles generally affect the entire property & casualty insurance market, though not all lines of business experience rate changes to the same degree. During the 2001-2004 hard market, for example, the average commercial property premium quickly shot up 80 percent as compared to the 2000 level, while the average general liability premium more gradually rose 45 percent.

Rates can also rise in an otherwise softening market in response to events specific to individual lines of business. In property, large natural catastrophes can trigger higher rates for brief periods. Property rates, for example, surged in 2006 in response to $57 billion in insured losses from Hurricanes Katrina, Rita, and Wilma in 2005, before resuming their downward trajectory in 2007.

The average commercial lines renewal premiums declined between Q2 2004 and Q4 2017, despite several years of large natural catastrophe losses that momentarily triggered higher property premiums. This extended period of overall falling premiums, coupled with resiliency in the face of very large catastrophe losses, led some observers to conclude that something had fundamentally changed with the market. Citing greater market efficiency, new sources of risk capital, and an extremely well-capitalized

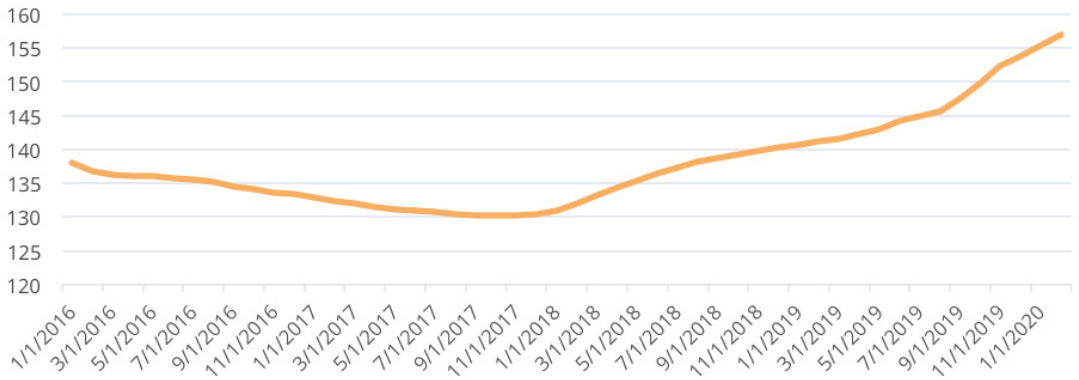


property/casualty insurance industry, some analysts questioned whether market cycles were a thing of the past.[2]

Property premiums began to rebound in Q4 2017, the final quarter of a record-setting year for natural catastrophes, and continued to trend upward in 2018. (Exhibit 2) Some observers concluded that the market was experiencing a short-term correction like that seen in 2006 in response to hurricane losses, rather than the beginning of a more sustained hard market. Property rates, however, continued to rise and were joined by other lines of business such as D&O and excess casualty. The duration and magnitude of rate increases, as well as the number of lines of business now experiencing increases, suggests that the insurance market cycle is alive and well and that the hard phase of the cycle is underway.

Exhibit 2

ADVx® – Property (Large Account)



2. "Fitch: Are we seeing the end to the traditional reinsurance cycle?? Business Insurance February 20, 2019 https://www.insurancebusinessmag.com/us/news/breaking-news/fitch-are-we-seeing-the-end-to-the-traditional-reinsurance-cycle-159521.aspx; "It's Official: The Insurance Cycle Is Dead, Willis Towers Watson Says," Carrier Management April 20, 2018 https://www.carriermanagement.com/news/2018/04/20/178159.htm

DRIVERS OF THE HARD PROPERTY MARKET

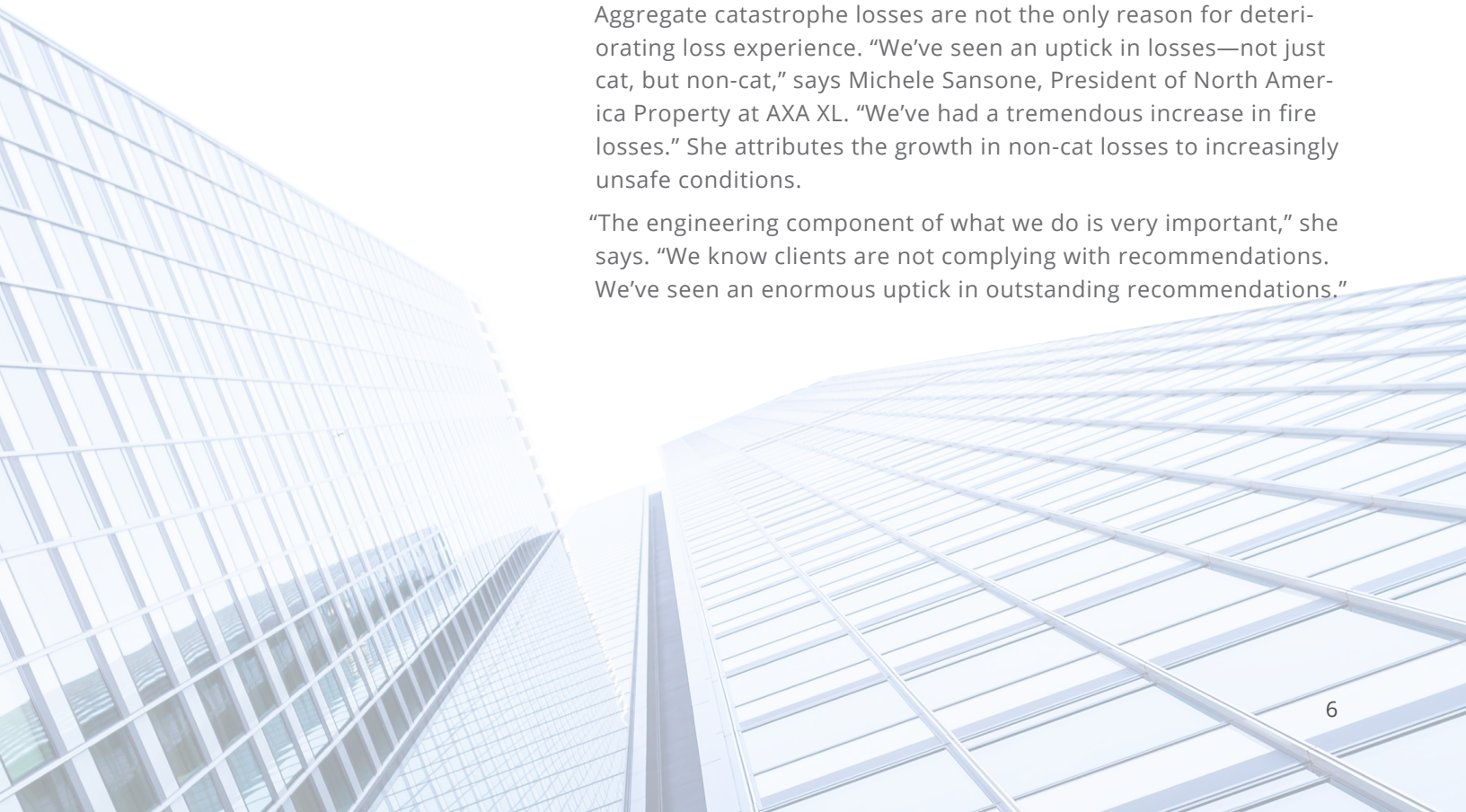
> **“An aggregation of natural catastrophe losses spanning several years contributed to deteriorating property insurance results and was a catalyst for rate hikes.**

An aggregation of natural catastrophe losses spanning several years contributed to deteriorating property insurance results and was a catalyst for rate hikes. In 2017, insurers posted a record-breaking $135 billion in catastrophe losses, according to Munich Re. Adverse results were substantially driven by losses from Hurricanes Harvey, Irma, and Maria. That was followed by insured losses of $86 billion in 2018 and a more typical, but still elevated, $52 billion in 2019.

Higher insured catastrophe losses are, in part, a result of an increase in the frequency of loss events. The number of hydrological and meteorological disasters especially increased over the past 30 years, according to Munich Re data. Additionally, higher concentrations of values in catastrophe-prone regions contribute to more costly events and higher insured losses. “Look where insurers are growing fastest, where they are becoming heavily concentrated. And then look where these events are occurring,” observes Jordan Foley, Chief Strategy Officer of Athenium Analytics. “Miami is a prototypical example, where practically every highrise that goes up is right along the waterfront. Another example is wildfire in Southern California. There are more and more neighborhoods in the foothills where wildfires tend to spread.”

Aggregate catastrophe losses are not the only reason for deteriorating loss experience. “We’ve seen an uptick in losses—not just cat, but non-cat,” says Michele Sansone, President of North America Property at AXA XL. “We’ve had a tremendous increase in fire losses.” She attributes the growth in non-cat losses to increasingly unsafe conditions.

“The engineering component of what we do is very important,” she says. “We know clients are not complying with recommendations. We’ve seen an enormous uptick in outstanding recommendations.”



> **Another contributor to poor loss experience is underreported values**

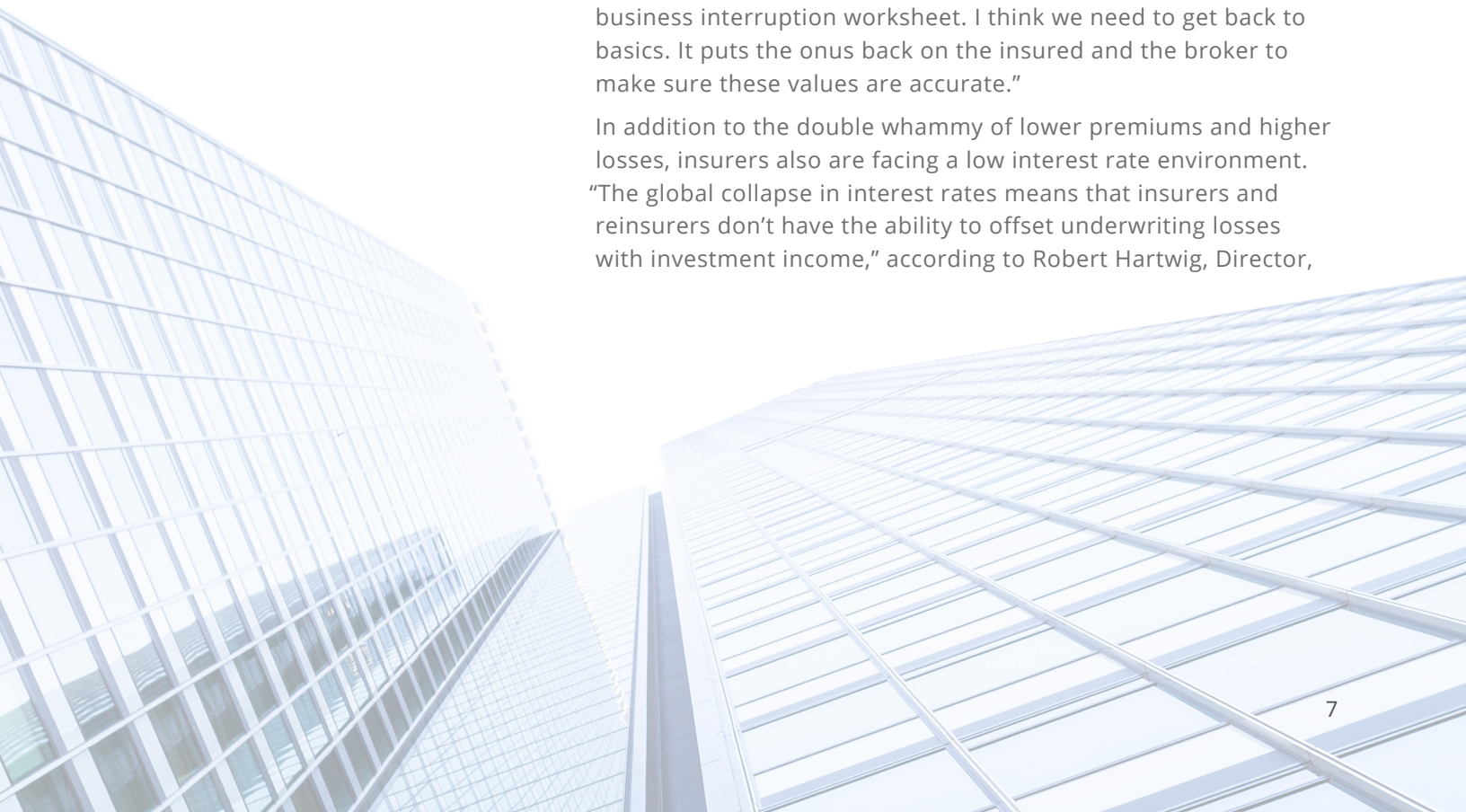
"The soft market definitely does not drive good behavior and recommendation compliance," agrees Scott Ewing, Senior Vice President—Americas Engineering Leader at AXA XL Risk Consulting. Both Ewing and Sansone emphasize that not all clients are lax in maintaining safety standards, but "if someone is just looking for the lowest premium, they probably are less inclined to take our recommendations seriously," according to Ewing.

Another contributor to poor loss experience is underreported values, which Sansone says has become an issue in recent years. "I don't know why they are underreporting, but it's a big problem," she says. "Even when you get a rate increase, you're still behind. We put up big limits. We invest a lot of the company's capital on these insureds. We expect some basic things, and one is reporting the right values."

"We do loss expectancies on all the risks we engineer," adds Ewing. "Underwriting uses that loss expectancy to set their line, to buy facultative reinsurance, and other things. Underreported values can severely impact those. We may think we have $50 million exposed, but if it is a 50 percent value, we have $100 million exposed. It can be a big shock."

Sansone says that underwriters use a variety of tools to estimate values, but that they often don't know that an insured is underreporting until there is a claim. "That's not how you want to find out someone is underreporting," she explained. "It wasn't long after 9/11 that we were asking for signed statements of values and the business interruption worksheet. I think we need to get back to basics. It puts the onus back on the insured and the broker to make sure these values are accurate."

In addition to the double whammy of lower premiums and higher losses, insurers also are facing a low interest rate environment. "The global collapse in interest rates means that insurers and reinsurers don't have the ability to offset underwriting losses with investment income," according to Robert Hartwig, Director,

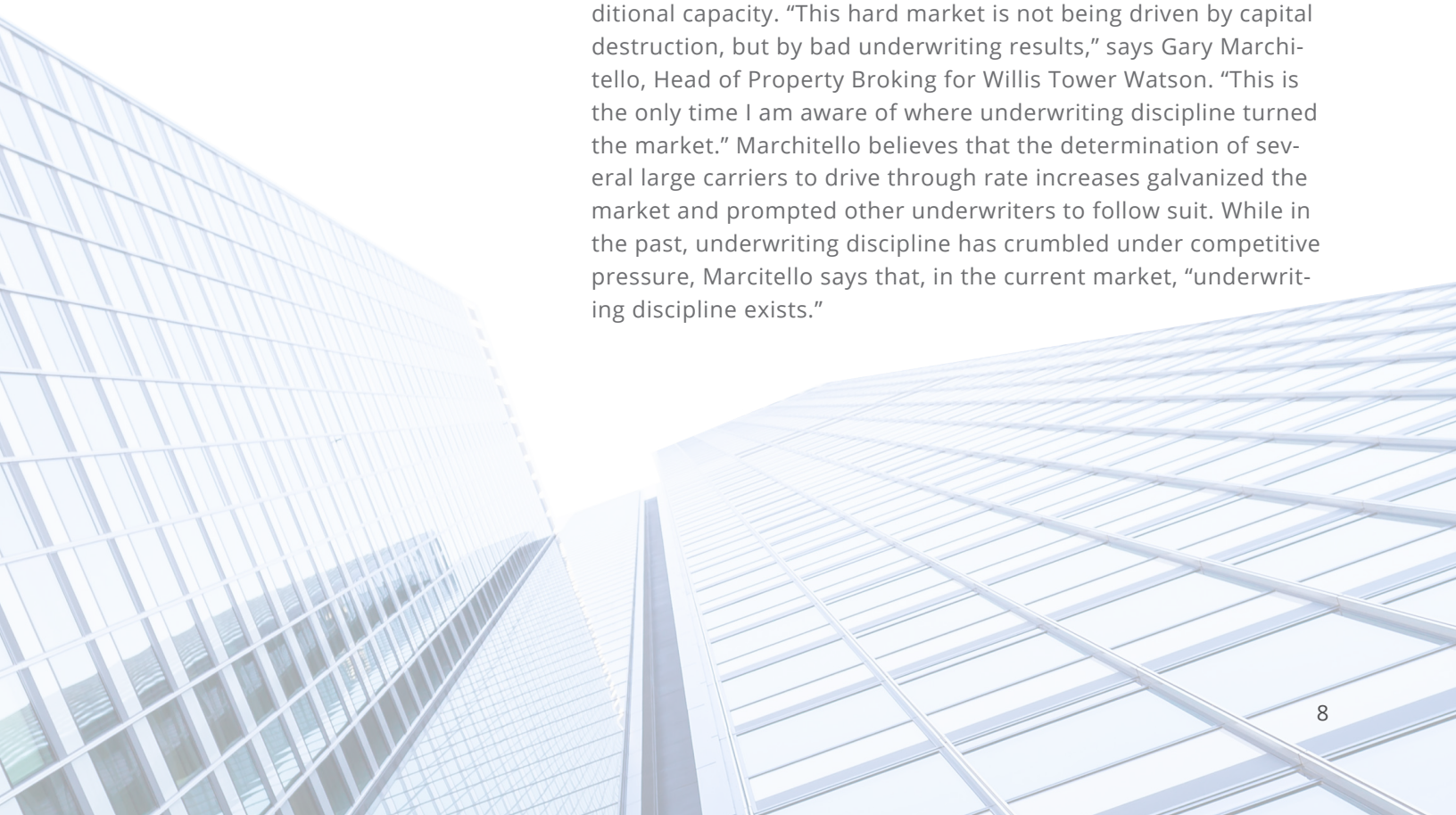


> **In addition to the double whammy of lower premiums and higher losses, insurers also are facing a low interest rate environment.**

Risk and Uncertainty Management Center and Clinical Associate Professor at the Darla Moore School of Business of the University of South Carolina. He notes that before the 1970s, in a generally lower interest rate environment, "the industry ran underwriting profits two-thirds of the time." He sees lower interest rates—and therefore lower investment income—as an "enormous disciplinary force this generation of underwriters is rediscovering."

The present hard market, while perhaps justifiable by eroding rate levels coupled with higher losses, caught many experts by surprise. The property/casualty insurance industry overall is exceptionally well-capitalized, with policyholders' surplus—a proxy for "supply" in the insurance supply/demand equation—hovering at record highs. The property segment of the industry is especially well-capitalized because of cat bonds, reinsurance sidecars, and other forms of insurance-linked securities (ILS) that supplement the capital that sits on insurers' and reinsurers' balance sheets. The conventional wisdom among analysts and informed observers was that this excessive pool of money would continue to fuel competition, and would quickly squelch any attempt to drive through rate increases. According to this theory, the market will turn only when enough capital is destroyed to change the balance of the insurance supply/demand equation.

The current hard market, however, is taking place in an environment where the insurance industry remains highly capitalized, and the ILS market continues to provide billions of dollars of additional capacity. "This hard market is not being driven by capital destruction, but by bad underwriting results," says Gary Marchitello, Head of Property Broking for Willis Tower Watson. "This is the only time I am aware of where underwriting discipline turned the market." Marchitello believes that the determination of several large carriers to drive through rate increases galvanized the market and prompted other underwriters to follow suit. While in the past, underwriting discipline has crumbled under competitive pressure, Marcitello says that, in the current market, "underwriting discipline exists."



MANAGING THROUGH
THE HARD MARKET

> **“Higher premiums are unavoidable, even for loss-free accounts.**

Higher premiums are unavoidable, even for loss-free accounts. “We’re seeing an uptick of about two points per month” on property renewals, says Marchitello. “On average, property accounts are renewing 25 percent higher this year.”

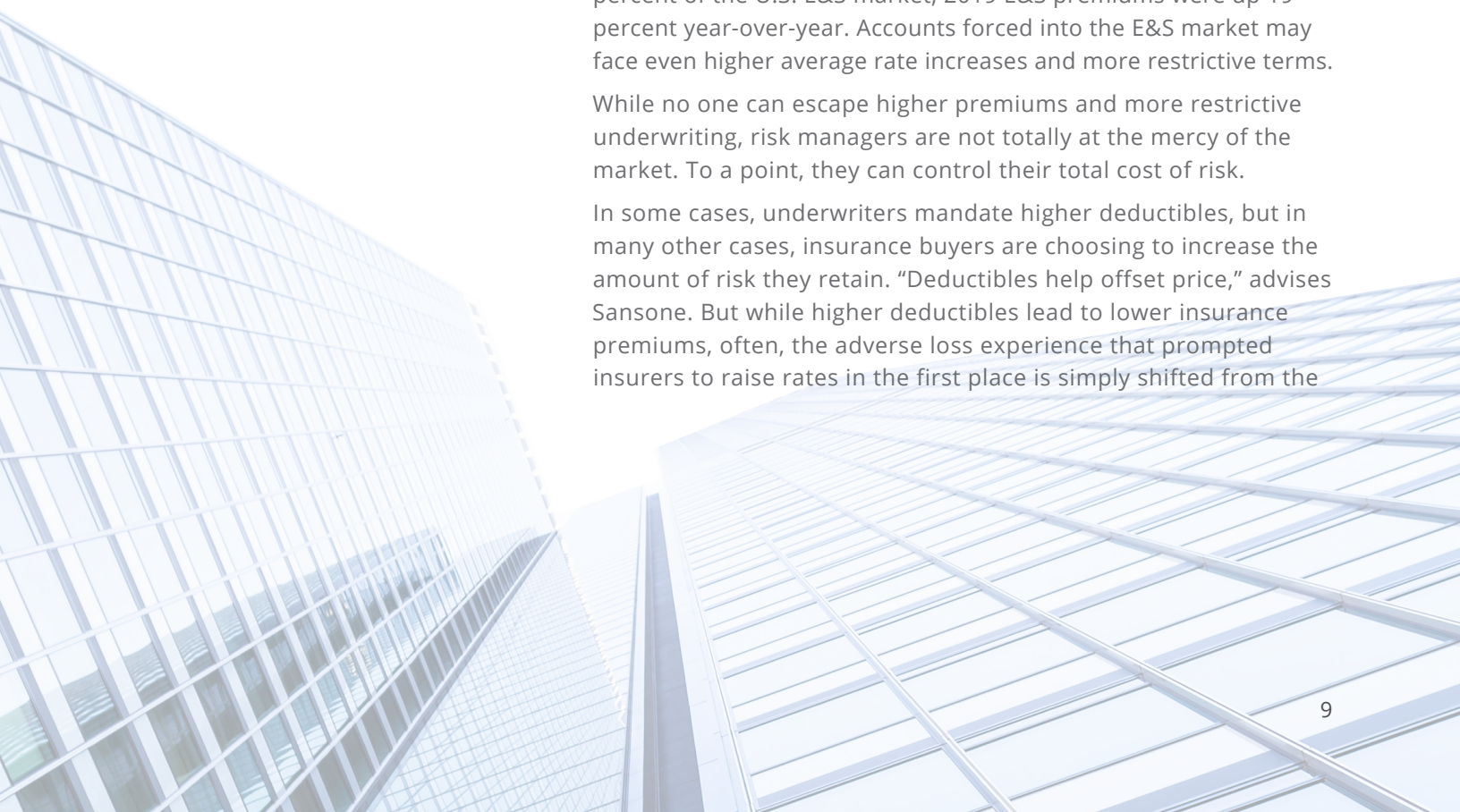
Marchitello warns, however, against the “tyranny of averages” since focusing on average rate changes obscures much of what is going on in the market. “Some accounts are seeing very low increases or, rarely, even flat renewals,” he said. “But you also see 50 percent, 100 percent, or in an extreme case, a 300 percent increase.”

In addition to higher premiums, insurance buyers are facing greater underwriting scrutiny and often more restrictive coverage terms. Marchitello notes that industry sectors receiving the greatest underwriting attention include car dealers, paper/wood products, chemicals, life sciences, food & beverage, manufacturing, senior living, habitational, waste management and hospitality.

As standard lines carriers become more cautious in how they deploy their capacity, more business is flowing into the surplus lines market. Data collected by the Surplus Lines Stamping Office of Texas shows that for 15 state stamping offices, representing 64 percent of the U.S. E&S market, 2019 E&S premiums were up 19 percent year-over-year. Accounts forced into the E&S market may face even higher average rate increases and more restrictive terms.

While no one can escape higher premiums and more restrictive underwriting, risk managers are not totally at the mercy of the market. To a point, they can control their total cost of risk.

In some cases, underwriters mandate higher deductibles, but in many other cases, insurance buyers are choosing to increase the amount of risk they retain. “Deductibles help offset price,” advises Sansone. But while higher deductibles lead to lower insurance premiums, often, the adverse loss experience that prompted insurers to raise rates in the first place is simply shifted from the



> **Risk managers are not totally at the mercy of the market.**

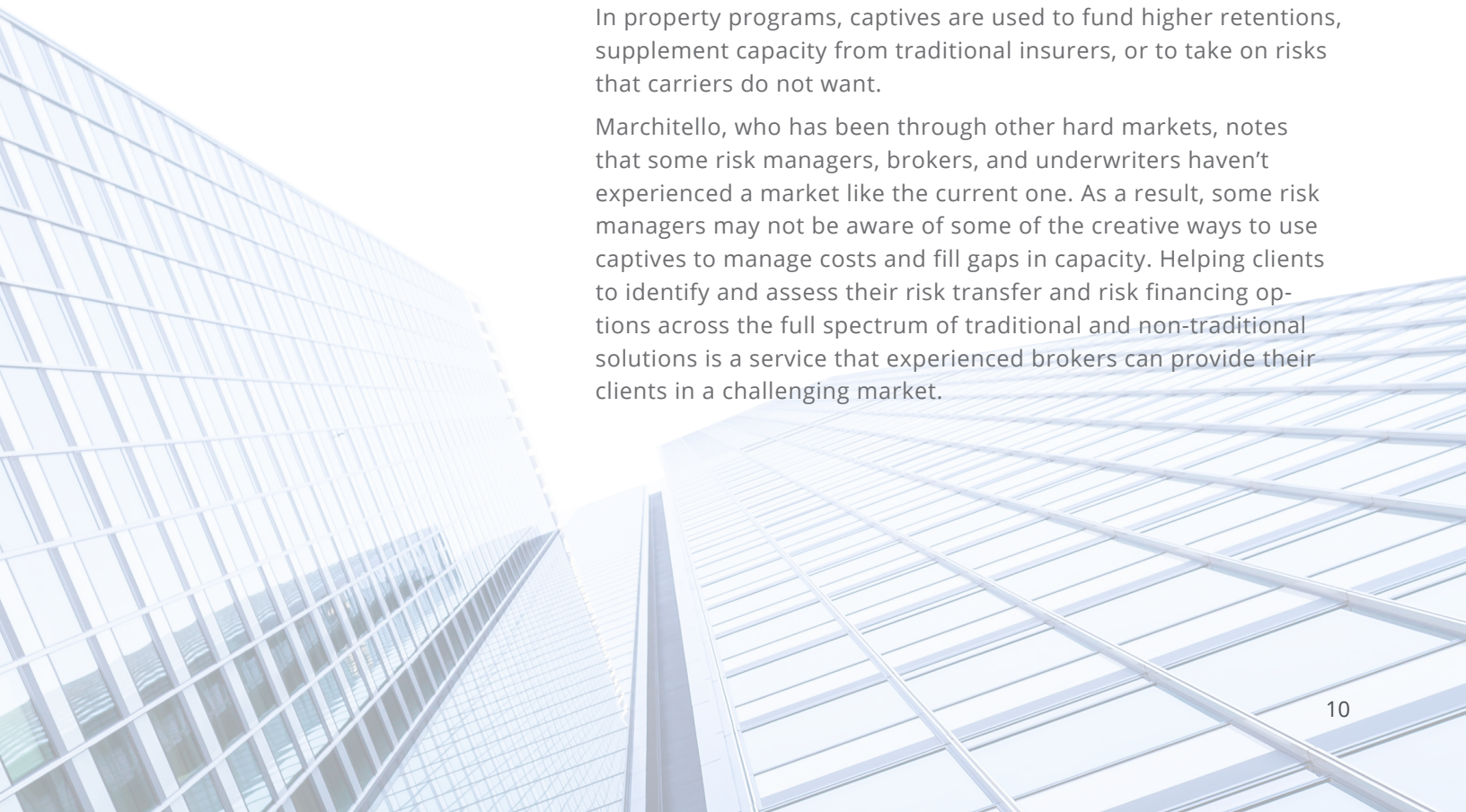
insurer to the policyholder through higher retained losses. Insureds often must aggressively step up their property loss control game to maximize the benefit of a higher deductible. "With the hardening market, we are getting a lot more client requests to discuss our recommendations with them and to come up with plans to help them meet the recommendations," says Ewing

Marchitello agrees that, if customers want to reduce their cost of risk, it is important to have a loss improvement plan and to take care of recommendations. He also recommends developing a business continuity plan. In addition to lowering potential losses, "it is important to demonstrate to underwriters that you are working to improve your risk."

Even good accounts are seeing higher premiums, but Marchitello notes that "there is a huge distinction between best-in-class risks and all the rest." Sansone agrees that underwriters give more favorable treatment to the best risks, but she warns that even outstanding accounts may need to pay more. "It depends on how underpriced their risk is. If they have been getting reductions on top of reductions and they are very far from the technical rate, that could be a problem."

Another strategy risk managers are employing to manage total cost of risk amid rising insurance costs and tightening terms and conditions is to shift property exposures to captive insurers. Often, companies already have a captive, but only now, prompted by a hardening market, are they seeking to make the best use of it. In property programs, captives are used to fund higher retentions, supplement capacity from traditional insurers, or to take on risks that carriers do not want.

Marchitello, who has been through other hard markets, notes that some risk managers, brokers, and underwriters haven't experienced a market like the current one. As a result, some risk managers may not be aware of some of the creative ways to use captives to manage costs and fill gaps in capacity. Helping clients to identify and assess their risk transfer and risk financing options across the full spectrum of traditional and non-traditional solutions is a service that experienced brokers can provide their clients in a challenging market.



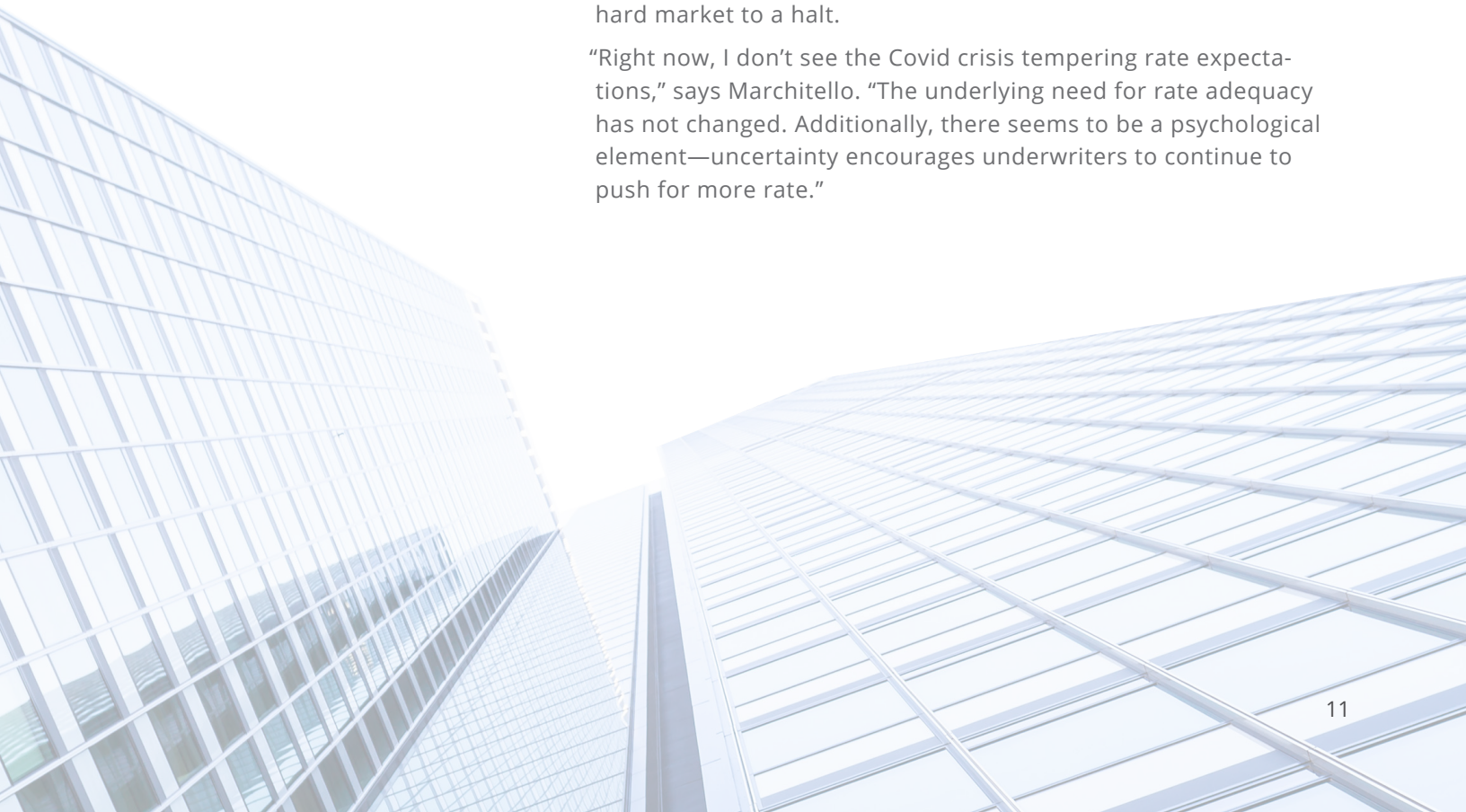
WHAT'S AHEAD

Rates have increased materially, but insurers insist that more increases are necessary to bring the property insurance ROE back to an appropriate level. "I think we have a long way to go to get back where we need to be," according to Sansone. While COVID-19 and an impending recession have introduced uncertainty into the market, many analysts believe that rates will continue to rise at least through 2020.

In late March, as this report is being written, COVID-19 infections are increasing at an exponential rate as record-shattering unemployment insurance claims illuminate the economic damage that will result from efforts to contain the pandemic. Insurers are only starting to come to grips with the potential impact of the coronavirus and the looming recession on exposures, the competitive landscape, and the ability of customers to pay premiums on a timely basis.

Some potential outcomes—such as a sharp increase in vacant properties and a decrease in maintenance and loss control activities—suggest that property loss experience could worsen, which would add further fuel to the hard market blaze. On the other hand, as companies go out of business, insurers will compete to write a smaller pool of viable accounts, which could bring the hard market to a halt.

"Right now, I don't see the Covid crisis tempering rate expectations," says Marchitello. "The underlying need for rate adequacy has not changed. Additionally, there seems to be a psychological element—uncertainty encourages underwriters to continue to push for more rate."



> **Rates have increased materially, but insurers insist that more increases are necessary**

Bob Hartwig, however, sees parallels with the Great Recession of 2008-2011, when the economic downturn resulted in several years of negative written premium growth for the insurance industry.

"It is possible that, if the global economy becomes unhinged, you will see an easing in the hard market. Carriers will compete to preserve market share in a lower growth environment," Hartwig said.

The depth and duration of the looming recession are still unknown. Many analysts expect a V-shape recession—a sharp downturn and a rapid recovery—in which case it will likely not have a lasting impact on the property insurance market. If it looks more like the Great Recession of 2008, which had a sluggish recovery, the dynamics of the market could change materially. ■



PUPIL TRANSPORTATION AGREEMENT
2020/2021

THIS AGREEMENT made and entered into at Hinckley, Ohio effective for the **2020/2021** school year, by and between the, **Wadsworth City Schools**, and **Suburban School Transportation Company, Inc. (SSTC)**, 26 River Road, Hinckley, Ohio 44233. For and in consideration of the mutual covenants and agreement herein contained, and for valuable consideration the parties agree to the following:

1. SSTC will transport students at the written request of the **Wadsworth City Schools** for any student requiring transportation. All students are provided door-to-door services specified by the district.

2. SSTC will provide all routing of said students, including contact with the parent/guardian regarding pick up and drop off times and locations. Students may be transported with other students with possible cost reductions. Routing sheets will be kept on file with SSTC dispatching office.

3. SSTC will provide vehicles to be used for transportation of said students. Vehicles will meet the standards of State and Federal law. All vehicles will be equipped with a mobile phone, emergency safety triangles, flares, electrical fuses, Blood Borne Pathogen Kit, fire extinguisher, first aid kit, blanket and a snow brush.

4. SSTC vehicles may be equipped with a global positioning system, which shows a vehicle's location, direction of travel and speed at any given moment.

5. SSTC will pay all expenses in connection with the operation and maintenance of vehicles used in the transportation. A vehicle inspection form shall be completed daily by the drivers. A staff mechanic services the SSTC fleet for preventive maintenance and emergency repairs. All daily inspection forms and service logs are on file in SSTC dispatching office. Should a student cause any damage to a vehicle; the parent/guardian will be financially responsible for said damages.

6. SSTC will provide qualified drivers to operate said vehicles used in the noted transportation in accordance with all applicable State and Federal laws. SSTC will verify that all drivers have met Ohio Pupil Transportation Operation and Safety Rules and Standards, including but not limited to certification and license requirements.

7. SSTC will purchase and maintain during the term of the agreement no less than $1,000,000 liability insurance, including a $5,000,000 umbrella. All non-owned vehicles will carry $300,000 (state requirement) liability insurance and a 1,000,000-liability non-owned coverage policy purchased by SSTC.

5/19/2020
MD

8. The rate quoted to the district will be for round trip, unless otherwise specified. The District acknowledges that the rate can change, if transportation that was quoted does not meet the requirements of Local, State or Federal mandates due to the Covid-19 and or any other mandates. The district will be charged the daily rate for each day the particular school is scheduled to be opened, regardless if the student or students attend or not, and regardless if the school be cancelled due to inclement weather or emergency. Should **Wadsworth City Schools** close due to inclement weather, but the school the student is attending is open, SSTC will use its own discretion. Safety is SSTC's top priority. If SSTC believes it is unsafe to transport due to inclement weather, the parent/guardian will be contacted. A two-day notice is required if the

student will be out for an extended amount of time due to illness or suspension. Also, a two-day notice is required if the student has transferred out of district or expelled from school and transportation service is no longer required.

9. **Wadsworth City Schools** will be responsible for obtaining the student(s) medical forms and attach it with the students request form. SSTC will maintain medical history reports in its dispatch office once received from the district.

10. All employees are issued SSTC identification badges to be worn and be visible at all times.

11. All vehicles to be used to transport eligible students who are confined to a wheelchair or other mobile positioning devices or who require life support equipment shall be equipped with a lift or ramp. The lift shall be connected within the vehicle body when not extended. The lift shall lift a maximum of 700 lbs. Wheelchairs are to be secured by a four-point tie down system.

12. Attendants or monitors will be provided to the district, if requested, at an additional charge. Any required ride-alone students will incur an additional cost for such transportation. All charges must be pre-approved by the District. 5/19/2020 MM

13. SSTC may find it necessary to review various alternative accommodations to ensure the safety of the students during transportation. SSTC will always reserve the right to postpone transportation in the event a student becomes combative /violent and/or threatens or interferes with the safety and well-being of the public welfare, other passengers or themselves. The attending school and parent /guardian will be notified at this time to discuss transportation options. Such alternative accommodations will be discussed with and agreed upon by the district prior to implementation by SSTC.

14. In the event SSTC is requested to use a vehicle with special accommodations in order to ensure the safety of student transportation, an additional charge will be applied for such service. All charges must be pre-approved by the District. MM 5/19/2020

15. All vehicles will have "School Transportation" signs.

16. For the safety of all students transported by SSTC, we will not transport any students across picket lines when a strike is in progress.

17. SSTC will provide **Wadsworth City Schools** with a form to use for adding, changing or deleting students. All student changes/requests must be submitted electronically or faxed on the provided SSTC form. No student transportation will begin unless the required form is submitted. SSTC requests at least 24-48 hours' notice when placing new student transportation to allow adequate time for placement. Requests received after 3:00 pm will not be guaranteed for the next business day (from August 15th thru September 15th. Please allow 3 days for student placement. After any three (3) requests for a student's time or location change during a billing cycle, an additional $10 service charge per alteration may be applied.

18. SSTC will be responsible for allowing 3 minutes for pickup at the student's home. If after the allotted time SSTC leaves and continues the route and is then later notified that SSTC must again return to the students' home, an additional charge will be granted. After school is dismissed at the end of the regularly scheduled day SSTC will wait at the scheduled school until all eligible students have been picked up. If an eligible student does not show up at the designated pickup location the driver will contact the office and the office will contact the school. If SSTC is forced to wait for a student more than five (5) minutes after dismissal time (or other agreed upon pickup

5/19/2020
All calls must be pre-approved.

time) SSTC will agree to wait fifteen (15) additional minutes for the student. SSTC will be permitted to bill the district for the additional time. When an attempt to drop off an eligible student at home is unsuccessful, SSTC will proceed to complete the regularly scheduled route. The driver will notify the office of the first attempt. After the route is completed, SSTC will attempt again to drop off the student. If the second attempt is unsuccessful, SSTC will be permitted to charge the district, in fifteen (15) minute increments at the daily unit cost for each student for each fifteen (15) minute period, for all time thereafter until the student is dropped off at home or an emergency drop off location.

19. Payment for ordinary services rendered shall be made monthly. Payment needs to be received by SSTC within 30 days of invoice or late fees may apply.

In consideration of this agreement Suburban School Transportation Company, Inc., herein provided, that **Wadsworth City Schools** and Suburban School Transportation Company, Inc. will mutually agree on compensation on a case-by-case basis. This contract will cover the period of **July 1, 2020 through June 30, 2021.**

This contract is made for the benefit of each party heretofore named, and all parties hereby acknowledge receipt of a full and complete copy of this agreement and declare that no promises, representation or agreement, other than those herein contained have been made or were relied upon.

IN WITNESS WHEREOF, the parties hereto set their hands this day and year.

Wadsworth City Schools	**Suburban School Transportation Company, Inc.**
By: _____	**By:** _____
Its: _____	**Its:** **President**
Date: _____	**Date:** **June 1 2020**

SERVICE CONTRACT

Kathryn DiMeo
[redacted]

Michele Evans
Wadsworth Public Schools
524 Broad Street
Wadsworth, Ohio 44281

SERVICE	TOTAL HOURS/DATE	SUBTOTAL
Virtual Professional Development Reading/Writing/Phonics	6 Hours 8/19/20	$1,000.00 Recorded version available for 30 days, add on $200.00
Virtual Professional Development Reading/Writing/Phonics	6 Hours 9/25/20	$1,000.00 Recorded version available for 30 days, add on $200.00
Face to Face Professional Development Reading/Writing/Phonics	6 Hours 11/13/20	$1,500.00 Addtional hours available @ $250.00/hour
Face to Face Professional Development Reading/Writing/Phonics	6 Hours 1/15/21	$1,500.00 Addtional hours available @ $250.00/hour

TOTAL AMOUNT **$5,000.00**

PAYMENT IS DUE ON THE DATE OF SERVICE
MAKE ALL CHECKS PAYABLE TO KATHRYN DIMEO

Face to Face sessions converted to virtual sessions with 7 days notice will be charged at the virtual rate. Within 7 days, the face to face rate will be charged. However,the district will also receive the recorded session for 30 days.

Schedule changes with 7 days notice, may be rescheduled without penalty or cancelled for a $200.00 planning and preparation fee.

If a district cancels/wishes to reschedule services with less than 7 days notice regardless of the circumstances surrounding the cancellation including but not limited to failure to secure funding, severe weather. building issues, illness etc, a $300.00 planning, preparation and travel fee will be assessed. This fee can be applied toward rescheduling should the district wish to reschedule. With most of these scenarios, a virtual session may be a viable alternative.

Please sign, scan and return contract to Kathryn DiMeo

_____
District Representative

tyler technologies
11 Cornell Rd.
Latham, New York 12110
P: 518.783.7660
F: 518.786.7278

Wednesday, June 3, 2020

Erica Motz,
Transportation Supervisor
Wadsworth City Schools
357 Sunset Blvd
Wadsworth, OH 44281

Dear Ms. Motz: Email: emotz@wadsworthschools.org

This letter is to confirm your request for Discovery Training, Route Building, or Assist services in the use of Tyler's Transportation Solutions software.

Tzippora Steele will be your Implementation Consultant and can be reached at 800-433-5530, ext. 131898.

Regular Season (September – February)	Peak Season (March – August)
Online Discovery Training and Route Building $175 per hour (online Discovery Training available in 2 hour increments which equals 1.5 hours of actual training time and 30 minutes of pre and post training activities)	**Online Discovery Training and Route Building** $200 per hour (online Discovery Training available in 2 hour increments which equals 1.5 hours of actual training time and 30 minutes of pre and post training activities)
Onsite Discovery, Route Building $175 per hour (onsite day = 8 hours) **Onsite Assist** $150 per hour (onsite day = 8 hours)	**Onsite Discovery, Route Building, & Assist** $200 per hour (onsite day = 8 hours)

- **Online training does not incur travel expenses.**
- ~~**For Onsite training, the client is responsible for all travel expenses in accordance with the contract agreement and Tyler's current business Travel Policy which includes airfare, hotel, car rental, gas, parking, tolls and per diem. Travel arrangements will be made upon receipt of this signed training letter.**~~

6/4/2020 BM

Online training is available for purchase in 2-hour increments which equals 1.5 hours of actual training time and 30 minutes of pre and post training activities necessary for each session.

- ***(Online is only applicable to Discovery Training, Assist is only available onsite)***

Onsite services are equivalent to 8 hours per day, which includes lunch and breaks.

The sessions will be coordinated with your district for a maximum of five (5) attendees at the rates outlined above.

The table below indicates the session/type of training to be provided, the day of the week, date, time, and whether the training will be held online or onsite.

Session	Billable hours	Day	Date	Times	Online/Onsite
Session 1	2	Wednesday	June 17, 2020	9:30a-11:00a CT/10:30a-12:00p ET	Online
Session 2	2	Friday	June 29, 2020	9:30a-11:00a CT/10:30a-12:00p ET	Online

Based on your input the following scheduled topics will be covered:

- Trip Tracker

High-speed internet access is required for online training. Please notify your technology department that to avoid firewall issues connecting to our online training tool – GoToMeeting requires TCP/IP to be open on ports 8200, 443, and 80.

Although our employees undergo certain background review prior to employment with our firm, your school district or state may have specific requirements relating to contractors performing services at district facilities where students attend. If there are specific district or state regulations regarding background certification with which our trainer must comply, it is the district's responsibility to notify us before confirming the above onsite training arrangements. If you need further information, please contact me at 800-433-5530 x131819 to discuss.

Cancellation Policy: All dates must be approved by the district in writing. Once the district has approved training dates in writing, should the district cancel or change the dates within fifteen (15) business days of any scheduled day of training, the district will be responsible for paying all previously agreed upon billable training and any non-refundable travel expenses incurred by Tyler Technologies. Training may be rescheduled upon written request of the district and prepayment of training costs.

Sincerely,

Elaine Pierce
Project Coordinator

cc: Accounting

Accepted for Wadsworth City Schools:

Signature:

Email: emotz@wadsworthschools.org

Start

Click here to sign

emotz@wadsworthschools.

1 / 2

I agree to the Terms of Use and Consumer Disclosure of this document

Sign

Click to Sign

Language English: US

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- Someone else should sign
- I will not e-sign
- Print, sign and upload
- Clear document data
- Download PDF
- Help
- Terms

Agreement for the Purchase & Sale of Real Estate

D.W. Kaufman Realty Co., Wadsworth, Ohio

This agreement is entered into by the following named Seller(s) and Buyer(s), based on the terms as stated:

SELLER:
Name(s): John + Cynthia Kulton
Address: [redacted]
Telephone No.: [redacted]
Email Address:

BUYER:
Name(s): Wadsworth City Board of Education
Address: Broad St. Wadsworth, OHIO 44281
Telephone No.:
Email Address:

PROPERTY:
The Property being sold is known as: 515 Durling Dr. Wadsworth, OH

Lot Size: 92 X 101 deep - .21 AC.
Located in the County of: Medina
Permanent Parcel No.: 040-20D-12-121

Sale Price: $ 22,000.00 **Earnest Money:** $ _____ **Closing Date:** _____

Possession: Time of Transfer

TERMS OF AGREEMENT:

1. Seller pays all real estate taxes of the property to the date of filing.
2. Seller shall net $_____,
3. Seller shall give clear title to Buyer, as evidenced by the issuance of an Owner's Title Insurance Policy.
4. Buyer accepts the real estate, including the house/residence and land, "AS IS," subject to the Buyer's approval of the Title Report.
5. Buyer shall pay the following closing costs of this sale:
   - Document recording expenses (for deed and mortgage, if any)
   - Escrow fee (1/2) - plus normal closing fees.
   - One-half (½) of the Premium for the Owner's Policy of Title Insurance
6. Seller shall pay all other closing costs of this sale.

SPECIAL TERMS:

TITLE: **T-Title Agency** - Tim Aberle [redacted]
REALTOR: **D.W. Kaufman Realty** - David Kaufman [redacted]
MORTGAGE: N/A

This is intended to the be the entire Agreement. Such Agreement may only be changed, modified, or amended, in writing, signed by both Seller and Buyer.

SELLER'S SIGNATURE(S)
Date: 5/5/2020, [redacted]

John M. Kulton
Printed Name: JOHN M. KULTON

Cynthia A Kulton
Printed Name: Cynthia A. Kulton

BUYER'S SIGNATURE(S)
Date: _____, 2018

Printed Name:

Printed Name:

Multi-Purpose Addendum

REALTOR®

EQUAL HOUSING OPPORTUNITY

Addendum #_____

ADDENDUM to Contract dated May 2020

By and between John + Cynthia Kulton Seller(s), and

Wadsworth City Board of Education Buyer(s), for the

property located and known as 515 Durling Dr. Wadsworth, OH

This Addendum provides for additions, revisions, reservations, contingencies, and/or changes, as the case may be, to subject Sales Agreement as follows:

This contract is contingent upon the following:

1. Wadsworth City Board of Education To approve the purchase of the Lot

2. The Lot must be approved for building by The Wadsworth Building Dept.

3. Sellers To have The Lot cleared and stump ground and all The wood removed at their expense.

4.

This Addendum, upon execution by the parties, becomes an integral part of the Contract. All other terms and conditions of said Contract are to remain the same.

_____ _____

Buyer Signature Date Seller Signature Date

Buyer_____ Seller JOHN M. KULTON

(please print) (please print)

_____ _____

Buyer Signature Date Seller Signature Date

Buyer_____ Seller Cynthia A. Kulton

(please print) (please print)

Educational Service Center
of Medina County
"Stepping Up to Excellence"

SERVICE AGREEMENT

"ORC.3313.843 Contract"

TYPE

New

Amendment

TERMS OF ASSURANCES

This agreement will be in effect for the Fiscal Year 2020 (June 1, 2020 - August 30, 2020)

BETWEEN

1. The Educational Service Center of Medina County
2. The Wadsworth City School District

SERVICE TO BE PERFORMED	AMOUNT TO BE BILLED
ESY SERVICES	
Reading Specialist	$36.00/hr x 77/hrs = $2,772.00

Fiscal/Facility Fee is 3% of total contract.

Mileage will be charged at the approved IRS rate for all required travel between buildings.

Adjustments to pricing may be necessary due to changes in the health insurance status of the personnel providing the service. These changes may be initiated by the personnel providing the service under certain circumstances or may be necessary in order to comply with the Affordable Care Act (ACA).

The Wadsworth City School District
will be billed on a monthly basis and agrees to pay the Educational Service Center of Medina County the contract amount listed above plus fiscal fee for the service specified in this agreement.

For the Educational Service Center of Medina County

Treasurer Date

Superintendent Date

For the Wadsworth City School District

Treasurer Date

Superintendent Date

With regard to any therapy services provided by the ESC pursuant to the Agreement, the ESC (1) will comply with requirements of 45 CFR 164.504(e)(1) for safeguarding and limiting access to information concerning beneficiaries; (2) will allow the representatives of the U.S. Department of Human Services, ODM, ODE or their respective designee access to the subcontractor's books, documents and records; and (3) acknowledges that they or their principles are not suspended or debarred.

MASTER SERVICES AGREEMENT

This Master Services Agreement (this "**Agreement**"), dated as of _____ (the "**Effective Date**"), is by and between Navigate360, LLC, a Nevada limited liability company, with offices located at 3900 Kinross Lake Parkway, Second Floor, Richfield, Ohio 44286 (the "**Company**") and _____ [*Customer Name*], a(n) _____ [*State and Entity Type*] (the "**Customer**"), whose contact information is more fully set forth on the applicable Order Form.

WHEREAS, Customer desires to retain Company to provide certain safety and emergency preparedness and/or threat assessment services upon the terms and conditions hereinafter set forth, and Company is willing to perform such services.

In consideration of the mutual covenants and agreements hereinafter set forth, the parties agree as follows:

1. Definitions.

"**Affiliate**" of a Person means any other Person that directly or indirectly, through one or more intermediaries, controls, is controlled by, or is under common control with, such Person. The term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a Person, whether through the ownership of voting securities, by contract, or otherwise.

"**Authorized Service Recipients**" means the individuals who are authorized by Customer and Company to receive or use the Services, as set forth in the applicable Order Form. Authorized Services Recipients may include Customer's employees, contractors, consultants, and agents.

"**Confidential Information**" means any information that is treated as confidential by a party, including, but not limited to, all non-public information about its business affairs, products or services, Intellectual Property Rights, third-party confidential information, and other sensitive or proprietary information, whether disclosed orally or in written, electronic, or other form or media, and whether or not marked, designated, or otherwise identified as "confidential". Confidential Information shall not include information that: (a) is already known to the Receiving Party without restriction on use or disclosure prior to receipt of such information from the Disclosing Party; (b) is or becomes generally known by the public other than by breach of this Agreement by, or other wrongful act of, the Receiving Party; (c) is developed by the Receiving Party independently of, and without reference to, any Confidential Information of the Disclosing Party; or (d) is received by the Receiving Party from a third party who is not under any obligation to the Disclosing Party to maintain the confidentiality of such information.

"**Company Personnel**" means all employees and Company Subcontractors, if any, engaged by Company to perform the Services.

"**Company Subcontractor**" means any Person, including all subcontractors and Affiliates of Company, other than Company's employees, engaged by Company to provide any Services or Deliverables to Customer.

"**Customer Contract Manager**" has the meaning set forth in Section 4.1(a)

"**Customer Materials**" any documents, data, know-how, methodologies, software, and other materials provided to Company by Customer.

"**Deliverables**" means all documents, work product, and other materials that prepared by or on behalf of Company in the course of performing the Services and delivered to Customer hereunder, and identified as such in an Order Form.

"**Disclosing Party**" means a party that discloses Confidential Information under this Agreement.

"**Force Majeure Event**" has the meaning set forth in Section 14.

"**Initial Term**" has the meaning set forth in Section 5.1.

"**Intellectual Property Rights**" means all (a) patents, patent disclosures, and inventions (whether patentable or not), (b) trademarks, service marks, trade dress, trade names, logos, corporate names, and domain names, and other similar designations of source or origin, together with all of the goodwill associated therewith, (c) copyrights and copyrightable works (including computer programs), and rights in data and databases, (d) trade secrets, know-how, and other confidential information, and (e) all other intellectual property rights, in each case whether registered or unregistered and including all applications for, and renewals or extensions of, such rights, and all similar or equivalent rights or forms of protection in any part of the world.

"**Law**" means any statute, law, ordinance, regulation, rule, code, order, constitution, treaty, common law, judgment, decree, other requirement or rule of law of any federal, state, local or foreign government or political subdivision thereof, or any arbitrator, court, or tribunal of competent jurisdiction.

"**Losses**" mean all losses, damages, liabilities, deficiencies, actions, judgments, interest, awards, penalties, fines, costs, or expenses of whatever kind, including reasonable attorneys' fees, and the cost of enforcing any right to indemnification hereunder and the cost of pursuing any insurance providers.

"**Order Form**" mean each Order Form entered into by the parties and attached to this Agreement, substantially in the form of Exhibit A.

"**Person**" means an individual, corporation, partnership, joint venture, limited liability company, governmental authority, unincorporated organization, trust, association, or other entity.

"**Pre-Existing Materials**" means all documents, data, know-how, methodologies, software, and other materials, including computer programs, reports and specifications, provided by or used by Company in connection with performing the Services, in each case developed or acquired by the Company prior to the commencement or independently of this Agreement.

"**Receiving Party**" means a party that receives or acquires Confidential Information directly or indirectly under this Agreement.

"**Renewal Term**" has the meaning set forth in Section 5.2.

"**Services**" mean the services to be provided by Company under this Agreement, as described in more detail in the attached addenda (each, an "**Addendum**," and collectively the "**Addenda**") and any corresponding Statements of Work, and Company's obligations under this Agreement.

"**Term**" has the meaning set forth in Section 5.

2. Services.

2.1 Company shall provide the Services to Customer pursuant to the Addenda that are marked with an "X" below and initialed at the end of each Addendum, and as described in more detail in any corresponding Statements of Work, in accordance with the terms and conditions of this Agreement:

X Addendum A: Software Services

The Addenda set forth specific terms and conditions applicable to the Services. Only Addenda marked with an "X" shall be provided with this Agreement. Additional Services may be purchased subject to execution of additional Addendum.

Each Addendum will be a separate agreement between Customer and Company or the Affiliate of Company executing such Addendum. As applicable to each Addendum, all subsequent references to "Company" in this Agreement will be deemed references to the Company Affiliate that signed the Addendum.

2.2 Each Order Form shall include the following information, if applicable:

(a) a detailed description of the Services to be performed pursuant to the Order Form;

(b) the date upon which the Services will commence and the term of such Order Form;

(c) the fees to be paid to Company under the Order Form;

(d) any criteria for completion of the Services; and

(e) any other terms and conditions agreed upon by the parties in connection with the Services to be performed pursuant to such Order Form.

3. Company's Obligations.

3.1 Company shall:

(a) appoint Company Personnel, who shall be suitably skilled, experienced, and qualified to perform the Services;

(b) before the date on which the Services are to start, obtain, and at all times during the Term of this Agreement maintain, all necessary licenses and consents and comply with all relevant Laws applicable to the provision of the Services;

(c) comply with, and ensure that all Company Personnel comply with, all rules, regulations, and policies of Customer that are communicated to Company in writing, including security procedures concerning systems and data and remote access thereto, building security procedures, and general health and safety practices and procedures;

(d) maintain complete and accurate records relating to the provision of the Services under this Agreement, including records of the time spent and materials used by Company in providing the Services. During the Term, upon Customer's written request, Company shall allow Customer or Customer's representative to inspect and make copies of such records and interview Company Personnel in connection with the provision of the Services; *provided, that*, any such inspection shall take place during regular business hours no more than once per year and Customer provides Company with at least 10 business days advance written notice; and

(e) require each Company Subcontractor to be bound in writing by the confidentiality and intellectual property assignment or license provisions of this Agreement.

3.2 Company is responsible for all Company Personnel and for the payment of their compensation, including, if applicable, withholding of income taxes, and the payment and withholding of social security and other payroll taxes, unemployment insurance, workers' compensation insurance payments, and disability benefits.

4. Customer's Obligations.

4.1 Customer shall:

(a) cooperate with Company in all matters relating to the Services and appoint a Customer employee to serve as the primary contact, as well as two Customer employees to serve as backup contacts, with respect to this Agreement and who will have the authority to act on behalf of Customer with respect to matters pertaining to this Agreement (the "**Customer Contract Manager**");

(b) provide, subject to Section 3.1(c), such access to Customer's premises, and such office accommodation and other facilities as may reasonably be requested by Company, for the purposes of performing the Services;

(c) respond promptly to any Company request to provide direction, information, approvals, authorizations, or decisions that are reasonably necessary for Company to perform the Services in accordance with the requirements of this Agreement;

(d) provide such Customer information as Company may request, in order to carry out the Services, in a timely manner, and ensure that it is complete and accurate in all material respects; and

(e) obtain and maintain all necessary licenses and consents and comply with all applicable Law in relation to the Services, in all cases before the date on which the Services are to start.

4.2 If Company's performance of its obligations under this Agreement is prevented or delayed by any act or omission of Customer, any Authorized Service Recipient, or their agents, subcontractors, consultants, or employees, Company shall not be deemed in breach of its obligations under this Agreement or otherwise liable for any costs, charges, or losses sustained or incurred by Customer, in each case, to the extent arising directly or indirectly from such prevention or delay.

5. Term and Termination.

5.1 Term. This Agreement shall commence as of the Effective Date and shall continue thereafter for a period of three years (the "**Initial Term**"), unless sooner terminated pursuant to this Section 5.

5.2 Renewal. If the Initial Term is renewed for one or more Renewal Term, the terms and conditions of this Agreement during each Renewal Term shall be the same as the terms and conditions in effect immediately prior to such renewal. If either party elects to not renew, then this Agreement shall terminate on the expiration of the then-current Term, unless sooner terminated as provided in this Section 5.

5.3 Termination of this Agreement for Cause. Either party may terminate this Agreement, effective upon written notice to the other party (the "**Defaulting Party**"), if the Defaulting Party:

(a) materially breaches this Agreement, and such breach is incapable of cure, or with respect to a breach capable of cure, the Defaulting Party does not cure such breach within 30 days after receipt of written notice of such breach; or

(b) (i) becomes insolvent or admits its inability to pay its debts generally as they become due; (ii) becomes subject, voluntarily or involuntarily, to any proceeding under any domestic or foreign bankruptcy or insolvency law, which is not fully stayed within 15 business days or is not dismissed or vacated within 30 days after filing; (iii) is dissolved or liquidated or takes any corporate action for such purpose; (iv) makes a general assignment for the benefit of creditors; or (v) has a receiver, trustee, custodian, or similar agent appointed by order of any court of competent jurisdiction to take charge of or sell any material portion of its property or business.

5.4 Order Form Termination. Any Order Form for the Services may be terminated by either party in the event the other has failed to perform any obligation required to be performed under such Order Form or these terms and conditions as it relates to such Order Form, *provided, that* such failure is not corrected within 30 days from receipt of written notice from the other party advising of such failure. Customer also may terminate any Order Form in its entirety or postpone or cancel scheduled work under an Order Form without cause on not less than 45 business days written notice (or such other period as is set forth in the Order Form). ANY TERMINATION OF AN ORDER FORM WITHOUT CAUSE SHALL NOT ENTITLE CUSTOMER TO A REFUND OF ANY PREPAID SERVICES FEES. ALL PAYMENT OBLIGATIONS ARE NON-CANCELABLE AND FEES PAID ARE NON-REFUNDABLE.

5.5 Effects of Termination or Expiration.

(a) Of an Order Form. Customer shall pay all undisputed amounts due for all Services performed by Company under any terminated Order Form prior to the date of termination, and Company shall deliver to Customer all Deliverables for which payment is made by Customer. Termination of any Order Form shall not relieve Customer of Customer's obligation to pay all charges that accrued prior to such termination. Each party shall return to the other party all documents and tangible materials (and any copies) containing, reflecting, incorporating, or based on the other party's Confidential Information pertaining to such terminated Order Form.

(b) Of this Agreement. Upon expiration or termination of this Agreement for any reason each party shall (i) return to the other party all documents and tangible materials (and any copies) containing, reflecting, incorporating, or based on the other party's Confidential Information, (ii) permanently delete all of the other party's Confidential Information from its computer systems, and (iii) certify in writing to the other party that it has complied with the requirements of this clause. Upon any termination for cause by Company, Customer shall pay any unpaid fees covering the remainder of the Term under all Order Forms after the effective date of termination. In no event shall any termination relieve Customer of the obligation to pay any fees payable to Company for the period prior to the effective date of termination.

5.6 The rights and obligations of the parties set forth in this Section 5.6 and Section 1, Section 5.5, Section 6, Section 7, Section 8, Section 9, Section 10, Section 11, Section 14, and Section 16, and any right or obligation of the parties in this Agreement which, by its nature, should survive termination or expiration of this Agreement, will survive any such termination or expiration of this Agreement, and with respect to Confidential Information that constitutes a trade secret under applicable law, the rights and obligations set forth in Section 9 hereof will survive such termination or expiration of this Agreement until, if ever, such Confidential Information loses its trade secret protection other than due to an act or omission of Company or its affiliates and its or their employees, officers, directors, shareholders, agents, independent contractors, sublicensees, subcontractors, attorneys, accountants, and financial advisors.

6. Fees and Expenses; Payment Terms.

6.1 In consideration of the provision of the Services by the Company and the rights granted to Customer under this Agreement, Customer shall pay the fees set forth in the applicable Order Form. Payment to Company of such fees and the reimbursement of expenses pursuant to this Section 6 shall constitute payment in full for the performance of the Services, and, Customer shall not be responsible for paying any other fees, costs, or expenses.

6.2 Where the Services are provided on a time and materials basis:

(a) the fees payable for the Services shall be calculated in accordance with Company's daily fee rates for the Company Personnel set forth in the applicable Order Form; and

(b) Company shall issue invoices to Customer monthly in arrears for its fees for time for the immediately preceding month, calculated as provided in this Section 6.2.

6.3 Where Services are provided for a fixed price, the total fees for the Services shall be the amount set out in the applicable Order Form. The total price shall be paid to Company either in full or in installments, as set out in the Order Form. If paid in installments, at the start of a period specified in the applicable Order Form in respect of which an installment is due, Company shall issue invoices to Customer for the fees that are then payable.

6.4 The parties agree that after the initial Term, for Services provided on a time and materials basis, Company may increase its standard fee rates specified in the applicable Order Form upon written notice to Customer; *provided, that*:

(a) Company provides Customer written notice of such increase at least 60 days prior to the effective date of such increase;

(b) such increases occur no more frequently than once per contract year of the Term; and

(c) the amount of such increase shall not exceed the greater of:

(i) the percentage rate of increase for the immediately preceding 12-month period in the Consumer Price Index published by the Bureau of Labor Statistics of the US Department of Labor for all urban consumers, U.S. City Average, "All items less food and energy" index (the base period: 1982-84=100, not seasonally adjusted, or, if such index is not available, such other index as the parties may agree most closely resembles such index; or

(ii) three percent (3%).

6.5 Company shall issue invoices to Customer only in accordance with the terms of this Section, and Customer shall pay all properly invoiced amounts due to Company within 30 days after Customer's receipt of such invoice. All payments hereunder shall be in US dollars and made by check or wire transfer.

6.6 If Customer fails to make any payment when due, without limiting Company's other rights and remedies: (i) Company may charge interest on the past due amount at the rate of 1.5% per month calculated daily and compounded monthly or, if lower, the highest rate permitted under applicable law; and (ii) if such failure continues for 90 days or more, Company may suspend Customer's and its Authorized Service Recipients' access to any portion or all of the Services until such amounts are paid in full, without incurring any obligation or liability to Customer or any other Person by reason of such suspension.

6.7 Customer shall be responsible for all sales, use, and excise taxes, value added, and any other similar taxes, duties, and charges of any kind imposed by any federal, state, or local governmental entity on any amounts payable by Customer hereunder. Any such taxes, duties, and charges currently assessed or which may be assessed in the future, that are applicable to the Services are for the Customer's account, and Customer hereby agrees to pay such taxes; *provided, that*, in no event shall Customer pay or be responsible for any taxes imposed on, or with respect to, Company's income, revenues, gross receipts, personnel, or real or personal property or other assets.

7. Intellectual Property Rights; Ownership.

7.1 Except as set forth in Section 7.2, Customer is, and shall be, the sole and exclusive owner of all right, title, and interest in and to the Deliverables, including all Intellectual Property Rights therein. Company agrees, and will cause its Company Personnel to agree, that with respect to any Deliverables that may qualify as "work made for hire" as defined in 17 U.S.C. § 101, such Deliverables are hereby deemed a "work made for hire" for Customer. To the extent that any of the Deliverables do not constitute a "work made for hire," Company hereby irrevocably assigns, and shall cause the Company Personnel to irrevocably assign to Customer, in each case without additional consideration, all right, title, and interest throughout the world in and to the Deliverables, including all Intellectual Property Rights therein. The Company shall cause the Company Personnel to irrevocably waive, to the extent permitted by applicable Law, any and all claims such Company Personnel may now or hereafter have in any jurisdiction to so-called "moral rights" or rights of droit moral with respect to the Deliverables.

7.2 Company and its licensors are, and shall remain, the sole and exclusive owners of all right, title, and interest in and to the Pre-Existing Materials, including all Intellectual Property Rights therein. Company hereby grants Customer and its Authorized Service Recipients a limited, non-transferable (except in accordance with Section 16.7), non-sublicenseable license to use, perform, display, execute, reproduce, distribute, and transmit any Pre-Existing Materials to the extent incorporated in, combined with or otherwise necessary for the use of the Deliverables solely to the extent reasonably required in connection with Customer's receipt or use of the Services and Deliverables. All other rights in and to the Pre-Existing Materials are expressly reserved by Company.

7.3 Customer and its licensors are, and shall remain, the sole and exclusive owner of all right, title, and interest in and to the Customer Materials, including all Intellectual Property Rights therein. Company shall have no right or license to use any Customer

Materials except solely during the Term of the Agreement to the extent necessary to provide the Services to Customer. All other rights in and to the Customer Materials are expressly reserved by Customer.

8. Confidential Information.

8.1 The Receiving Party agrees:

(a) not to disclose or otherwise make available Confidential Information of the Disclosing Party to any third party without the prior written consent of the Disclosing Party; *provided, however*, that the Receiving Party may disclose the Confidential Information of the Disclosing Party to its officers, employees, consultants, and legal advisors, and, in the case of Company, its Affiliates, who have a "need to know", who have been apprised of this restriction, and who are themselves bound by nondisclosure obligations at least as restrictive as those set forth in this Section 8;

(b) to safeguard the Confidential Information from unauthorized use, access, or disclosure using at least the same degree of care it uses to protect its own Confidential Information and no less than a reasonable degree of care;

(c) to use the Confidential Information of the Disclosing Party only for the purposes of performing its obligations under the Agreement or, in the case of Customer, to make use of the Services and Deliverables, as permitted under this Agreement; and

(d) to promptly notify the Disclosing Party in the event it becomes aware of any loss or disclosure of any of the Confidential Information of Disclosing Party.

8.2 If the Receiving Party becomes legally compelled to disclose any Confidential Information, the Receiving Party shall provide:

(a) prompt written notice of such requirement so that the Disclosing Party may seek, at its sole cost and expense, a protective order or other remedy; and

(b) reasonable assistance, at the Disclosing Party's sole cost and expense, in opposing such disclosure or seeking a protective order or other limitations on disclosure.

If, after providing such notice and assistance as required herein, the Receiving Party remains required by Law to disclose any Confidential Information, the Receiving Party shall disclose no more than that portion of the Confidential Information which, on the advice of the Receiving Party's legal counsel, the Receiving Party is legally required to disclose.

9. Representations and Warranties.

9.1 Each party represents and warrants to the other party that:

(a) it is duly organized, validly existing, and in good standing as a corporation or other entity as represented herein under the laws and regulations of its jurisdiction of incorporation, organization, or chartering;

(b) it has the full right, power, and authority to enter into this Agreement, to grant the rights and licenses granted hereunder, and to perform its obligations hereunder;

(c) the execution of this Agreement by its representative whose signature is set forth at the end hereof has been duly authorized by all necessary corporate action of the party;

(d) when executed and delivered by such party, this Agreement will constitute the legal, valid, and binding obligation of such party, enforceable against such party in accordance with its terms; and

(e) it is in compliance with all applicable Laws regarding the provision and receipt of services.

9.2 Company represents and warrants to Customer that:

(a) it shall perform the Services using personnel of required skill, experience, and qualifications and in a professional and workmanlike manner and shall devote adequate resources to meet its obligations under this Agreement; and

(b) (i) to Company's knowledge, none of the Services, Deliverables, and Customer's use thereof infringe or will infringe any registered or issued patent, copyright or trademark of any third party arising under the Law of the United States, and, (ii) as of the date hereof, there are no pending or, to Company's knowledge, threatened claims, litigation, or other proceedings pending against Company by any third party based on an alleged violation of such Intellectual Property Rights, in each case, excluding any infringement or claim, litigation, or other proceedings to the extent arising out of (x) any Customer Materials or any instruction, information, designs, specifications, or other materials provided by Customer to Company, (y) use of the Deliverables in combination with any materials or equipment not supplied or specified by Company, if the infringement would have been avoided by the use of the Deliverables not so combined, and (z) any modifications or changes made to the Deliverables by or on behalf of any Person other than Company. Company's sole liability and Customer's sole and exclusive remedy for Company's breach of this Section 9.2(b) are Company's obligations under Section 10.2.

9.3 THE SERVICES PROVIDE GUIDANCE AND TRAINING ON THEN-CURRENT BEST PRACTICES FOR RESPONDING TO CERTAIN EMERGENCY SITUATIONS AND/OR SAFETY THREATS; REFRESHER COURSES ARE RECOMMENDED AT LEAST EVERY TWO YEARS. COMPANY DOES NOT WARRANT THAT RELIANCE UPON THE SERVICES WILL PREVENT ACCIDENTS AND LOSSES OR, EXCEPT AS EXPRESSLY STATED IN WRITING IN AN APPLICABLE ORDER FORM, THAT THE SERVICES SATISFY LOCAL, STATE, OR FEDERAL REGULATIONS REGARDING INCIDENT RESPONSE. AN INDIVIDUAL MUST USE HIS/HER OWN DISCRETION DURING AN EMERGENCY AND/OR SAFETY THREAT AS TO HOW HE/SHE CHOOSES TO RESPOND.

10. LIMITATION OF LIABILITY.

10.1 EXCEPT AS OTHERWISE PROVIDED IN SECTION 11.3, IN NO EVENT WILL EITHER PARTY BE LIABLE TO THE OTHER OR TO ANY THIRD PARTY FOR ANY LOSS OF USE, REVENUE, OR PROFIT, OR LOSS OF DATA, OR FOR ANY CONSEQUENTIAL, INCIDENTAL, INDIRECT, EXEMPLARY, SPECIAL, OR PUNITIVE DAMAGES WHETHER ARISING OUT OF BREACH OF CONTRACT, TORT (INCLUDING NEGLIGENCE), OR OTHERWISE, UNLESS SUCH DAMAGE WAS FORESEEABLE AND AND SUCH PARTY HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.

10.2 EXCEPT AS OTHERWISE PROVIDED IN SECTION 11.3, IN NO EVENT WILL EITHER PARTY'S LIABILITY ARISING OUT OF OR RELATED TO THIS AGREEMENT, WHETHER ARISING OUT OF OR RELATED TO BREACH OF CONTRACT, TORT (INCLUDING NEGLIGENCE), OR OTHERWISE, EXCEED THE AGGREGATE AMOUNTS PAID OR PAYABLE TO COMPANY IN THE 12 MONTH PERIOD PRECEDING THE EVENT GIVING RISE TO THE CLAIM.

10.3 The exclusions and limitations in Section 11.1 and Section 11.2 shall not apply to:

(a) damages or other liabilities arising out of or relating to a party's failure to comply with its obligations under Section 7 (Intellectual Property Rights; Ownership);

(b) damages or other liabilities arising out of or relating to a party's failure to comply with its obligations under Section 8 (Confidentiality);

(c) a party's indemnification obligations under Section 10 (Indemnification);

(d) damages or other liabilities arising out of or relating to a party's gross negligence, willful misconduct, or intentional acts;

(e) death or bodily injury or damage to real or tangible personal property resulting from a party's negligent acts or omissions; and

(f) damages or liabilities to the extent covered by a party's insurance.

11. Non-Solicitation. Each party acknowledges and agrees that the employees of the other party who are involved in the performance of the Services are a valuable asset to such party and are difficult to replace. Accordingly, during the Term of any Order Form and for a period of one year after the completion of Services under such Order Form, neither party shall, directly or indirectly, in any manner solicit or induce for employment any person who performed any work under such Order Form who is then in the employ of the other party. A general advertisement or notice of a job listing or opening or other similar general publication of a job search or availability to fill employment positions, including on the internet, shall not be construed as a solicitation or inducement for the purposes of this Section 12, and the hiring of any employee or independent contractor who freely responds thereto shall not be a breach of this Section 12.

12. Non-Exclusivity. Company retains the right to perform the same or similar type of services for third parties during the Term of this Agreement.

13. Export Compliance. The Services may be subject to US export control laws, including the Export Control Reform Act and its associated regulations. Customer will not directly or indirectly, export, re-export, or release the Services to, or make the Services accessible from, any country, jurisdiction, or Person to which export, re-export, or release is prohibited by applicable Law. Customer will comply with all applicable Laws and complete all required undertakings (including obtaining any necessary export license or other governmental approval) prior to exporting, re-exporting, releasing, or otherwise making the Services available outside the US.

14. Force Majeure.

14.1 No party shall be liable or responsible to the other party, nor be deemed to have defaulted under or breached this Agreement, for any failure or delay in fulfilling or performing any term of this Agreement (except for any obligations to make payments to the other party hereunder), when and to the extent such failure or delay is caused by or results from the following force majeure events ("**Force Majeure Events**"): (a) acts of God; (b) flood, fire, earthquake, or explosion; (c) war, invasion, hostilities (whether war is declared or not), terrorist threats or acts, riot, or other civil unrest; (d) government order or law; (e) actions, embargoes, or blockades in effect on or after the date of this Agreement; (f) action by any governmental authority; (g) national or regional emergency; or (h) other similar events beyond the reasonable control of the party affected by the Force Majeure Event. The affected party shall give notice within five business days of the Force Majeure Event to the other party, stating the period of time the occurrence is expected to continue.

14.2 The affected party shall use diligent efforts to end the failure or delay and ensure the effects of such Force Majeure Event are minimized and shall resume performance of its obligations as soon as reasonably practicable after the removal of the cause. If the affected party's failure or delay remains uncured for a period of 30 days following written notice given by it under this Section 14, the other party may thereafter terminate this Agreement or an applicable Order Form upon 30 days' written notice.

15. Miscellaneous.

15.1 Each party shall, upon the reasonable request of the other party, execute such documents and perform such acts as may be necessary to give full effect to the terms of this Agreement.

15.2 The relationship between the parties is that of independent contractors. Nothing contained in this Agreement shall be construed as creating any agency, partnership, joint venture, or other form of joint enterprise, employment or fiduciary relationship between the parties, and neither party shall have authority to contract for or bind the other party in any manner whatsoever.

15.3 Neither party shall issue or release any announcement, statement, press release, or other publicity or marketing materials relating to this Agreement, or otherwise use the other party's trademarks, service marks, trade names, logos, symbols, or brand names, in each case, without the prior written consent of the other party.

15.4 All notices, requests, consents, claims, demands, waivers, and other communications hereunder shall be in writing and shall be deemed to have been given: (a) when delivered by hand (with written confirmation of receipt); (b) when received by the addressee if sent by a nationally recognized overnight courier (receipt requested); (c) on the date sent by email if sent during normal business hours of the recipient, and on the next business day if sent after normal business hours of the recipient; or (d) on the third day after the date mailed, by certified or registered mail, return receipt requested, postage prepaid. Such communications must be sent to the respective parties at the addresses indicated below (or at such other address for a party as shall be specified in a notice given in accordance with this Section 16.4.

If to Company:

Navigate360, LLC
3900 Kinross Lake Parkway, Second Floor
Richfield, Ohio 44286
Email: cro@navigate360.com
Attention: Chief Revenue Officer

If to Customer:

_____

_____

_____

Email: _____

Attention: _____

15.5 For purposes of this Agreement, (a) the words "include," "includes," and "including" shall be deemed to be followed by the words "without limitation"; (b) the word "or" is not exclusive; and (c) the words "herein," "hereof," "hereby," "hereto," and "hereunder" refer to this Agreement as a whole. Unless the context otherwise requires, references herein: (x) to Sections, Schedules, Exhibits, and Statements of Work refer to the Sections of, and Schedules, Exhibits, and Statements of Work attached to this Agreement; (y) to an agreement, instrument, or other document means such agreement, instrument, or other document as amended, supplemented, and modified from time to time to the extent permitted by the provisions thereof and (z) to a statute means such statute as amended from time to time and includes any successor legislation thereto and any regulations promulgated thereunder. This Agreement shall be construed without regard to any presumption or rule requiring construction or interpretation against the party drafting an instrument or causing any instrument to be drafted. The Schedules, Exhibits, and Statements of Work referred to herein shall be construed with, and as an integral part of, this Agreement to the same extent as if they were set forth verbatim herein.

15.6 This Agreement, together with all Schedules, Exhibits, and Statements of Work and any other documents incorporated herein by reference, constitutes the sole and entire agreement of the parties to this Agreement with respect to the subject matter contained herein, and supersedes all prior and contemporaneous understandings and agreements, both written and oral, with respect to such subject matter. In the event of any conflict between the terms and provisions of this Agreement and those of any Schedule, Exhibit, or Order Form, the following order of precedence shall govern: (a) first, this Agreement, exclusive of its Exhibits and Schedules; (b) second, any Exhibits and Schedules to this Agreement; and (c) third, the applicable Order Form. No terms or conditions in Customer's purchase order or other order documentation (excluding Order Forms) shall be incorporated into or form any part of this Agreement, and all such terms or conditions shall be null and void.

15.7 Neither party may assign, transfer, or delegate any or all of its rights or obligations under this Agreement, including by operation of law, change of control, or merger, without the prior written consent of the other party, which consent shall not be unreasonably withheld or delayed; *provided, that*, either party may assign the Agreement in its entirety (including all Order Forms) to an Affiliate of such party or to a successor of all or substantially all of the assets of such party through merger, reorganization, consolidation, or acquisition. No assignment shall relieve the assigning party of any of its obligations hereunder. Any attempted assignment, transfer, or other conveyance in violation of the foregoing shall be null and void. This Agreement shall be binding upon and shall inure to the benefit of the parties hereto and their respective successors and permitted assigns.

15.8 This Agreement is for the sole benefit of the parties hereto and their respective successors and permitted assigns and nothing herein, express or implied, is intended to or shall confer upon any other Person any legal or equitable right, benefit, or remedy of any nature whatsoever, under or by reason of this Agreement.

15.9 The headings in this Agreement are for reference only and shall not affect the interpretation of this Agreement.

15.10 This Agreement may be amended, modified, or supplemented only by an agreement in writing signed by each party hereto. No waiver by any party of any of the provisions hereof shall be effective unless explicitly set forth in writing and signed by the party so waiving. Except as otherwise set forth in this Agreement, no failure to exercise, or delay in exercising, any rights, remedy, power, or privilege arising from this Agreement shall operate or be construed as a waiver thereof; nor shall any single or partial exercise of any right, remedy, power, or privilege hereunder preclude any other or further exercise thereof or the exercise of any other right, remedy, power, or privilege.

15.11 If any term or provision of this Agreement is invalid or unenforceable in any jurisdiction, such invalidity or unenforceability shall not affect any other term or provision of this Agreement or invalidate or render unenforceable such term or provision in any other jurisdiction. Upon such determination that any term or other provision is invalid or unenforceable, the parties hereto shall negotiate in good faith to modify this Agreement so as to effect the original intent of the parties as closely as possible in a mutually acceptable manner in order that the transactions contemplated hereby be consummated as originally contemplated to the greatest extent possible.

15.12 This Agreement and all related documents including all exhibits attached hereto, and all matters arising out of or relating to this Agreement, whether sounding in contract, tort, or statute, are governed by, and construed in accordance with, the laws of the State of Ohio, United States of America (including R.C. 2307.39), without giving effect to the conflict of laws provisions thereof to the extent such principles or rules would require or permit the application of the laws of any jurisdiction other than those of the State of Ohio.

15.13 Each party irrevocably and unconditionally agrees that it will not commence any action, litigation, or proceeding of any kind whatsoever against the other party in any way arising from or relating to this Agreement, including all exhibits, schedules, attachments, and appendices attached to this Agreement, and all contemplated transactions, in any forum other than the US District Court for the Northern District of Ohio or, if such court does not have subject matter jurisdiction, the courts of the State of Ohio sitting in Cuyahoga County, and any appellate court from any thereof. Each party irrevocably and unconditionally submits to the exclusive jurisdiction of such courts and agrees to bring any such action, litigation, or proceeding only in the US District Court for the Northern District of Ohio or, if such court does not have subject matter jurisdiction, the courts of the State of Ohio sitting in Cuyahoga County. Each party agrees that a final judgment in any such action, litigation, or proceeding is conclusive and may be enforced in other jurisdictions by suit on the judgment or in any other manner provided by law.

15.14 Each party acknowledges that a breach by a party of Section 7 (Intellectual Property Rights; Ownership) or Section 8 (Confidentiality) may cause the non-breaching party irreparable damages, for which an award of damages would not be adequate compensation and agrees that, in the event of such breach or threatened breach, the non-breaching party will be entitled to seek equitable relief, including a restraining order, injunctive relief, specific performance, and any other relief that may be available from any court, in addition to any other remedy to which the non-breaching party may be entitled at law or in equity. Such remedies shall not be deemed to be exclusive but shall be in addition to all other remedies available at law or in equity, subject to any express exclusions or limitations in this Agreement to the contrary.

15.15 This Agreement may be executed in counterparts, each of which shall be deemed an original, but all of which together shall be deemed to be one and the same agreement. A signed copy of this Agreement delivered by e-mail or other means of electronic transmission shall be deemed to have the same legal effect as delivery of an original signed copy of this Agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date first above written.

Navigate360, LLC

By _____
Name:
Title:

Customer

By _____
Name:
Title:

MSA EXHIBIT 1
[Form of Order Form]

ADDENDUM A
Software Services

SOFTWARE SERVICES ADDENDUM

This Software Services Addendum ("**Addendum A**") is made as of _____ (the "**Effective Date**"), by and between Navigate360, LLC, a Nevada limited liability company, with offices located at 3900 Kinross Lake Parkway, Second Floor, Richfield, Ohio 44286 (the "**Company**") and the customer identified in that certain Master Services Agreement of the same date (the "**MSA**") to which this Addendum A is attached.

WHEREAS, Company and Customer desires to enter into this Addendum A to the MSA in order to set forth the additional terms and conditions pursuant to which Company will provide and Customer may use the software services.

In consideration of the mutual covenants and agreements hereinafter set forth, the parties agree as follows:

1. Integration. The MSA to which this Addendum A is attached, this Addendum A and all exhibits hereto, and the applicable Order Form together (this "**Agreement**") constitute a binding agreement between Company and Customer in accordance with the terms and conditions thereof. In the event any of the provisions of this Addendum A are in conflict with any of the provisions of the MSA, the terms and provisions of the MSA shall control, unless this Addendum A expressly provides that its terms and provisions shall control.

2. Definitions.

"**Maintenance Release**" means any update, upgrade, release, or other adaptation or modification of the Platform, including any updated Deliverables, that Company may develop and provide to Customer from time to time during the Subscription Term, which may contain, among other things, error corrections, enhancements, improvements, new features, or other changes to the user interface, functionality, compatibility, capabilities, performance, efficiency, or quality of the Platform, but does not include any New Version. Maintenance Releases may also modify or delete in their entirety certain features and functionality.

"**Malicious Code**" means viruses, worms, time bombs, Trojan horses, and other harmful or malicious code, files, scripts, agents, or programs.

"**New Version**" means any new version of the Platform, in whole or in part, that Company may from time to time introduce and market generally as a distinct licensed product (as may be indicated by Company's designation of a new version number), and which Company may make available to Customer at an additional cost under a separate Order Form.

"**Platform**" means the online, web-based applications and safety training systems that include Company's software products for active shooter response and safety management, as well as tools for developing, managing, accessing, and implementing Customer's safety information, provided by Company to Customer hereunder, as set forth in an Order Form.

"**Scheduled Downtime**" shall mean those hours, as determined by Company, during which time Company shall perform scheduled maintenance, updates, or adjustments to the Platform.

"**Subscription Term**" has the meaning set forth in the applicable Order Form.

"**Uploaded Content**" means the Customer Materials selected, up-loaded, and/or modified within Customer's area of the Platform by Customer, rather than Company.

Capitalized terms used but not defined in this Addendum A have the meaning given to those terms in the MSA.

3. Access and Use.

3.1 Provision of Access. Pursuant to this Agreement, Company hereby grants Customer a non-exclusive, non-transferable (except in compliance with Section 16.7 of the MSA) right to access and use the Platform during the Subscription Term, solely for use by Authorized Service Recipients in accordance with the terms and conditions set forth in this Agreement. Such use is limited to Customer's internal use. The total number of Authorized Service Recipients and buildings covered (if applicable) set forth in the applicable Order Form cannot be decreased during the Subscription Term, and the total number of Authorized Service Recipients and buildings for which the Platform is used (if applicable) will not exceed the number set forth in the applicable Order Form, except as expressly agreed to in writing by the Parties and, if increased, subject to any appropriate adjustment of the fees payable in connection therewith. If any amount owing by Customer under this or any other agreement for the Services is 30 or more days overdue, Company may, without limiting Company's other rights and remedies, accelerate Customer's unpaid fee obligations under such agreements so that all such obligations become immediately due and payable, and suspend Company's use of the Platform until such amounts are paid in full.

3.2 Access and Use Restrictions. Customer shall not use the Platform for any purposes beyond the scope of the access granted in this Agreement. Customer may not access or use the Platform if Customer is Company's direct competitor, except with Company's prior written consent. In addition, Customer may not access or use the Platform for purposes of monitoring its availability, performance, or functionality, or for any other benchmarking or competitive purposes. Customer shall not at any time, directly or indirectly, and shall not permit any Authorized Service Recipients to: (i) copy, frame, mirror, modify, or create derivative works of the Platform or Pre-Existing Materials, in whole or in part, other than copying or framing on Customer's own intranets or otherwise for Customer's own internal business purposes; (ii) rent, lease, lend, sell, license, sublicense, assign, distribute, publish, transfer, or otherwise make available the Platform or Pre-Existing Materials; (iii) reverse engineer, disassemble, decompile, decode, adapt, or otherwise attempt to derive or gain access to any software component of the Services, in whole or in part; or (iv) remove any proprietary notices from the Platform or

Deliverables. Customer shall not disclose the results of any benchmark tests run on the Platform, without the prior written approval of Company.

3.3 Passwords. Customer and its Authorized Service Recipients are responsible for keeping its passwords and access credentials associated with the Platform confidential and assumes all responsibility for doing the same. Neither Customer nor any Authorized Service Recipients shall sell or transfer them to any other person or entity. Customer will promptly notify Company about any unauthorized access to its passwords or access credentials. Company acknowledges that Company must have access to Customer's systems and any and all systems and resources to perform its duties. As such, Company must have access to Customer's passwords. If a password is lost or not available, Company will not be held liable for being unable to provide the Platform or the Services.

3.4 Suspension. Company may suspend or terminate Customer's right to access or use any portion or all of the Platform, or its Services, immediately upon notice if: (i) Customer's use of the Platform (a) poses a security risk to the Platform or any third party, (b) could adversely impact Company systems, the Platform, or the systems or data of any other Company customer or third party, (c) could subject Company, its affiliates, or any third party to liability, or (d) could be fraudulent, illegal, or contrary to Company's documentation or instructions; or (ii) Customer is in breach of this Agreement.

4. Service Levels and Support. Company shall make the Platform available in accordance with the service levels set out in **Exhibit A-1**, as set forth in the applicable Order Form.

5. Platform Availability. Company shall use commercially reasonable efforts to keep the Platform operating smoothly and efficiently and to make the Platform available 24 hours a day, 7 days a week, except for: (i) Scheduled Downtime, of which Company shall give notice via the Platform and which Company shall schedule to the extent practicable during the weekend hours (i.e., from 8:00 p.m. Eastern time Friday to 5:00 a.m. Eastern time Monday) or such other days and times so as to minimize interference with Customer's daytime business activities; or (ii) any unavailability caused by circumstances beyond Company's reasonable control, including without limitation, Force Majeure Events, strikes or other labor problems (other than those involving Company's employees), or internet service provider failures or delays. Customer acknowledges and agrees that, given that the Platform operates using computer equipment, computer software programs, telecommunications services, and the internet, Company shall not be responsible for delays or service interruptions attributable to causes beyond its reasonable control. Company will maintain adequate backup arrangements and equipment in order to maintain Customer's data stored on or through the Platform in the event of the failure of any of Company's equipment.

6. Platform Downtime. If Customer opts out or otherwise objects in writing to Company prior to commencement of a Scheduled Downtime, Company shall not be liable for the failure to obtain any such updates or other maintenance or adjustments to the Platform. Notwithstanding any provision to the contrary, Company shall not be responsible for any delays or deficiencies to the extent that such delays or deficiencies are caused by Customer's action or omissions. In the event that such delays or deficiencies occur, Company shall be permitted to extend any relevant deadline as Company deems necessary to accommodate such delays or deficiencies.

7. Maintenance Releases. During the Subscription Term, Company will provide Customer with all Maintenance Releases (including updated Deliverables) that Company may, in its sole discretion, make generally available to its licensees at no additional charge. All Maintenance Releases provided by Company to Customer are deemed part of the Platform. Customer agrees that Company has no obligation to continue to provide or enable any particular features or functionality. Customer does not have any right hereunder to receive any New Versions of the Platform that Company may, in its sole discretion, release from time to time. Company may license any New Version at Company's then-current list price and subject to a separate Order Form, provided that Customer is in compliance with the terms and conditions of this Agreement.

8. Platform Suggestions and Improvements. If Customer provides any suggestions to Company or its affiliates, Company will be entitled to use the suggestions without restriction. Customer hereby irrevocably assigns to Company all right, title, and interest in and to the suggestions and agrees to provide assistance in documenting, perfecting, and maintaining Company's rights in the suggestions.

9. Use of Data. Customer hereby grants Company a perpetual, royalty-free license to use all data and analytics related to the Platform, and Customer's use thereof, for purposes of using the data to improve the Platform and the product offerings of Company, and for other purposes, including, without limitation, other business applications by Company, all of which rights shall survive the expiration of the term or termination, and shall be without any payment from Company.

10. Student and Staff Records. Company acknowledges that it may create, receive from or on behalf of Customer or Customer authorized parties, or have access to records or record systems that are subject to certain federal, state, and local laws and regulations (such records collectively, "**Records**"). The Records are the sole property of Customer. Company shall maintain the confidentiality of the Records. Company shall not be liable for any unauthorized or inappropriate disclosure of confidential student or staff information by Customer. Company may disclose confidential student or staff information when required by law to do so or when authorized by Customer to make such a disclosure. Customer is solely responsible for obtaining all rights, permissions, and consents from its users and other personnel that are necessary to grant the rights under this Agreement.

11. Company's Responsibilities.

11.1 Company shall provide the Platform in accordance with applicable laws and government regulations.

11.2 Company will employ reasonable safeguards that are commensurate with the state of the art to protect the security of the Platform.

11.3 Company further agrees to comply with Addendum A.1, when attached hereto and signed by the parties.

12. Customer's Responsibilities.

12.1 Customer shall pay the subscription fees set forth in the applicable Order Form, and pursuant to the payment terms set forth in the MSA.

12.2 Customer is responsible and liable for all uses of the Platform and Deliverables resulting from access provided by Customer, directly or indirectly, whether such access or use is permitted by or in violation of this Agreement. Without limiting the generality of the foregoing, Customer is responsible for all acts and omissions of Authorized Service Recipients, and any act or omission by an Authorized Service Recipients that would constitute a breach of this Agreement if taken by Customer will be deemed a breach of this Agreement by Customer. Customer shall use reasonable efforts to make all Authorized Service Recipients aware of this Addendum A's provisions as applicable to such Authorized Service Recipients' use of the Platform and shall cause Authorized Service Recipients to comply with such provisions.

12.3 Customer shall: (i) be solely responsible for the accuracy, quality, integrity, and legality of Customer Materials and of the means by which Customer acquired its Customer Materials; (ii) use commercially reasonable efforts to prevent unauthorized access to or use of the Platform, and notify Company promptly of any such unauthorized access or use; and (iii) use the Platform only in accordance with Company's guidelines, including those set forth in the Platform Terms of Use available through the Platform, as may be amended from time to time, and applicable laws and government regulations.

12.4 Customer shall not: (i) make the Platform available to anyone other than Authorized Service Recipients; (ii) use the Platform to store or transmit infringing, libelous, or otherwise unlawful or tortious material, or to store or transmit material in violation of third-party privacy rights; (iii) use the Platform to store or transmit Malicious Code; (iv) interfere with or disrupt the integrity or performance of the Platform; or (v) attempt to gain unauthorized access to the Platform or its related systems or networks.

12.5 If Customer is in material breach of Customer's obligations as set forth in this Section 12, in addition to any of its other rights or remedies, Company reserves the right to immediately suspend Customer's use of the Platform without liability to Customer, until such breach is cured.

13. Threat Assessment Wizard. If Customer has purchased the Threat Assessment Wizard, the following additional terms and conditions apply. Customer acknowledges that the Threat Assessment Wizard incorporates threat assessment principles developed and published by the United States Secret Service, Department of Homeland Security, and the United States Department of Education. It is intended to be a useful resource, and a mechanism for gathering information consistent with those principles. Company assumes no liability for the development or application of those principles. The effectiveness of the Threat Assessment Wizard will depend upon a number of variables, including the quality of information collected and entered by Customer. Customer is responsible for reviewing and modifying all content to match its policies, plans, and practices. The use of the Threat Assessment Wizard does not guarantee compliance with federal, state, or local law. This tool is not intended to serve as legal advice or as a recommendation based on Customer's specific circumstances. The Threat Assessment Wizard is not intended to be the sole or exhaustive means of ensuring the safety of persons or the security of property.

14. Acknowledgements. Customer acknowledges that the Platform and the Services are commercially valuable proprietary products belonging to Company or its licensors, the design and development of which have involved the expenditure of substantial amounts of money over a long period of time, and which afford Company and its licensors a commercial advantage over its/their competitors. Customer understands that loss of this competitive advantage due to any unauthorized copying or downloading or use of the Platform or the Deliverables would cause substantial damage to Company and its licensors. Customer further acknowledges that Company is under no obligation to further develop, maintain, or market the Platform, and may abandon its technical or other support at any time. Future versions of the Platform, if any, may not be compatible with the current release of the Platform and the hardware and software. Customer is responsible for: (i) providing power, other hardware, equipment and components, not part of those supplied by Company as part of the Platform; (ii) internet access necessary to access and/or use the Platform; and (iii) complying with any policies and procedures as submitted by Company from time to time.

15. Reservation of Rights. Customer acknowledges that, as between Customer and Company, Company owns all right, title, and interest, including all intellectual property rights, in and to the Platform. Subject to the limited rights expressly granted hereunder, Company reserves all rights, title, and interest in and to the Platform, including all related intellectual property rights. No rights are granted to Customer other than as expressly set forth herein. Customer acknowledges that the Platform is made available to Customer pursuant to license in accordance with the terms and conditions of this Agreement, and neither the Platform nor any Platform services constitute Deliverables under the MSA.

16. Warranties and Warranty Disclaimer.

16.1 Company warrants that (i) the Platform will perform materially in accordance with documentation made available to Customer and (ii) the functionality of the Platform will not be materially decreased during a Subscription Term. For any breach of warranty by Company, Customer's exclusive remedy shall be to terminate this Addendum A and the applicable Order Form for cause as provided in Section 19.1.

16.2 EXCEPT FOR THE WARRANTIES SET FORTH IN SECTION 16.1, THE PLATFORM IS PROVIDED "AS IS" AND COMPANY HEREBY DISCLAIMS ALL WARRANTIES, WHETHER EXPRESS, IMPLIED, STATUTORY, OR OTHERWISE. COMPANY SPECIFICALLY DISCLAIMS ALL IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, TITLE, AND NON-INFRINGEMENT, AND ALL WARRANTIES ARISING FROM COURSE OF DEALING, USAGE, OR TRADE PRACTICE.

16.3 Each party represents and warrants that (i) it has the legal power to enter into this Addendum A and (ii) it will not transmit to the other party any Malicious Code.

16.4 Customer warrants that it and its agents, and any person acting for the benefit of Customer or on its behalf or with its authorization, will in all respects comply with all applicable laws and regulations and refrain from violating the rights or infringing the interests (or attempting to do so) of any third parties in connection with the use of the Platform, including without limitation in the selection, gathering, creation, modification, uploading onto the Platform, maintenance, preservation, retrieval, dissemination, other utilization, and (for Customer, only) granting access of and to the Uploaded Content stored in Customer's Platform area. Customer affirms that it has, and at all times will have, all necessary rights, licenses, consents, and permissions (without the need for any additional approval, waivers, or releases, or payment to another person or entity) to submit, store, develop, use, disseminate, and grant access to all of the Uploaded Content with regard to any restraints that otherwise might be imposed by law or contract protecting copyrights, patents, trademarks, trade secrets, trade names, or privacy, publicity, or confidentiality (including statutory and contractual restrictions on disclosure and appropriation), and/or for any other intellectual property rights or rights or interests arising in connection with proprietary information.

17. Limitation of Liability. EXCEPT FOR A PARTY'S INDEMNIFICATION OBLIGATIONS SET FORTH IN SECTION 18 OF THIS ADDENDUM A, THE LIMITATIONS OF LIABILITY SET FORTH IN SECTION 11 OF THE MSA SHALL APPLY TO THIS ADDENDUM A.

18. Termination.

18.1 For any breach of warranty in accordance with Section 16, a party may terminate this Addendum A and the applicable Order Form for cause upon 30 days written notice to the other party of a material breach if such breach remains uncured at the expiration of such period. Upon any such termination for cause by Customer, Company shall refund Customer any prepaid fees covering the remainder of the Subscription Term after the effective date of termination, as well as any prepaid fees for Professional Services that are not delivered prior to the effective date of termination. Upon any such termination for cause by Company, Customer shall pay any unpaid fees covering the remainder of the Subscription Term under all Order Forms after the effective date of termination. In no event shall any termination relieve Customer of the obligation to pay any fees payable to Company for the period prior to the effective date of termination. This Section 19.1 deals only with termination for cause for a breach of warranty in Section 16. **ANY OTHER TERMINATION IS GOVERNED BY SECTION 5 OF THE MSA and any other termination does NOT cancel any payment obligations.**

18.2 Upon expiration or earlier termination of this Addendum A, Customer shall immediately discontinue use of the Platform. Company will promptly return to Customer or securely dispose of all Customer Materials in its possession. If requested by Customer, Customer shall pay Company's then-current standard rates for Company's work to destroy or to format, prepare, and deliver Customer Materials to Customer. If Company is not reasonably able to return or securely dispose of Customer Materials, including, but not limited to, data stored on backup media, archives, and disaster recovery systems, Company will continue to protect such Customer Materials in accordance with the terms of this Agreement until such time that it can reasonably return or securely dispose of such Customer Materials in the ordinary course.

IN WITNESS WHEREOF, the parties hereto have executed this Addendum A as of the date first above written.

Navigate360, LLC

By _____
Name:
Title:

Customer

By _____
Name:
Title:

ADDENDUM A
EXHIBIT A-1
SERVICE LEVELS AND SUPPORT

1. Subscription to Support Services. Upon the Effective Date, and annually thereafter during the Subscription Term, Customer shall have the option to subscribe to one or more software support packages offered by Company as described below, in exchange for the annual support fee (the "**Support Fee**") set forth in the applicable Order Form. Once Customer subscribes to the desired support package, the annual Support Fee will remain fixed and shall not change until the annual anniversary of the Effective Date, at which time the Support Fee shall be subject to change at Company's discretion with no prior written notice.

2. Types of Support Services Available**.** Company shall provide the Customer with one or more of the following support services, as specified by the Customer in the applicable Order Form, in exchange for the Support Fees set forth therein:

2.1 Basic Support Services.

(a) *Telephonic Hotline and Email Support*. Company shall maintain a telephone hotline and email service that allows Customer to obtain assistance in operating the Platform and report defects in its functionality between the hours of 8 a.m. and 5 p.m. EST, Monday through Friday, except on national holidays.

(b) *Software Maintenance and Error Correction*. Company performs regular maintenance on the Platform and will provide Customer with access to Maintenance Releases per the terms contained herein. In addition, Company shall use reasonable diligence to correct verifiable and reproducible errors in the Platform as follows:

(i) *Severity Level 1 Errors* – Problems that involve fundamental operability or functionality of the Platform that preclude productive use shall be addressed promptly upon report by Customer and on a continuous basis, 12 hours per day, seven days per week, until the problem is resolved.

(ii) *Severity Level 2 Errors* – Significant problems that involve the functionality of the Platform, but do not preclude productive use, shall be addressed promptly upon report by Customer and on a continuous basis, eight hours per day, five days per week, until the problem is resolved or a reasonably acceptable workaround is provided.

(iii) *Severity Level 3 Errors* – Inconvenient problems that do not preclude productive use of the Platform shall be addressed promptly following report by Customer and will be resolved in future Maintenance Releases.

Notwithstanding any of the foregoing, Company shall not be obligated to provide error correction support services set forth in this subsection for the Platform if it has been modified, repaired, or altered in any way except as authorized in writing by Company, or superseded for at least nine months by a subsequent Maintenance Release. Company also shall not be required to provide any error correction support services where Customer fails to submit a listing of output from the Platform and any other data Company may require to reproduce any error and the operating conditions under which it occurred. Finally, Company shall not be obligated to provide error correction support services for any software other than software comprising the Platform subscribed for pursuant to this Addendum A and the applicable Order Form, or provide any error correction support services required due to the fault or negligence of Customer, or service any equipment of Customer, or provide Customer with any supplies or accessories.

2.2 Additional Support Services.

(a) *Additional Training*. Additional training in the use of the Platform shall be available at times mutually convenient to Company and Customer during the Subscription Term and Company reserves the right to charge additional fees for such training with preapproval of the Customer.

(b) *On-Site Support*. Company will use reasonable efforts to provide on-site support for the Platform to Customer within 15 business days of Customer's request therefor, but Customer acknowledges and agrees that scheduling of such on-site support is entirely dependent upon the availability of Company Personnel and may not occur within such 15-day period. Where Company provides on-site support in any instance other than correcting a problem constituting a Severity Level 1 Error as specified above, Customer shall pay an additional fee for reasonable travel time and expenses (including, but not limited to, airfare, hotel, and meal expenses) incurred by Company Personnel providing the on-site support with preapproval of the Customer. Notwithstanding the foregoing, in lieu of on-site support, Company, in its sole discretion, may provide support services through the use of remote meeting software or video conference.

(c) *Project Management Support*. Project management support shall consist of the efforts of Company Personnel providing services to Customer other than the services listed above, including, but not limited to, assisting Customer in installing and using the Platform. Company reserves the right to charge additional fees for such support with preapproval of the customer.

AGREEMENT
SUMMA HEALTH SYSTEM
ATHLETIC TRAINER SERVICES

This Agreement ("Agreement") is made and entered into as of the _____ day of _____, 2020 by and between **Wadsworth City Schools**, hereinafter referred to as "SCHOOL" and **Summa Health System**, hereinafter referred to as "HOSPITAL".

RECITALS

A. HOSPITAL owns and operates, not-for-profit acute care hospitals including the Summa Health System – Akron Campus located at 525 East Market Street, the Summa Health System – St. Thomas Campus located at 444 North Main Street, Akron, Ohio and the Summa Health System - Barberton Campus located at 155 5th Street N E, Barberton, Ohio.

B. HOSPITAL owns and operates a number of health centers, including those located at 1835 Franks Parkway, Uniontown, Ohio, 195 Wadsworth Road, Wadsworth, Ohio and 3780 Medina Road, Medina, Ohio.

C. HOSPITAL employs Licensed Athletic Trainers ("TRAINER").

D. SCHOOL sponsors a variety of scholastic sports activities including interscholastic competitions, practice sessions, and educational programs for SCHOOL'S athletes and coaching staffs.

E. The parties desire that the HOSPITAL provide a TRAINER to provide athletic training coverage at certain of SCHOOL'S various scholastic sports activities.

F. HOSPITAL and SCHOOL desire to enter into this Agreement by which HOSPITAL can provide athletic training coverage in order to decrease the chance of injuries and to minimize the effects of injuries incurred in the course of SCHOOL'S scholastic sports activities.

NOW, THEREFORE, the parties agree as follows:

1. HOSPITAL'S Agreements:

   A. Athletic Trainer (AT): HOSPITAL shall provide SCHOOL the services of a TRAINER. TRAINER shall be available to SCHOOL throughout the term of the Agreement for SCHOOL'S scholastic sports activities as set forth on the attached Exhibit A, and as otherwise may be mutually agreed upon by the parties. HOSPITAL shall provide SCHOOL the services of a TRAINER up to 3400 hours total, annually. These hours will provide for summer access to care; daytime evaluations and treatments; middle school injury checks, middle school event coverage as agreed upon and arranged between the athletic trainer, athletic director and Summa Health System based on other athletic events and priorities; continuing a student aid program and many other benefits.

B. Coverage provided by TRAINER: TRAINER shall participate in the following aspects of SCHOOL'S high school and middle school scholastic sports program at the times set forth on the attached Exhibit A, and as otherwise may be mutually agreed upon by the parties:

1) Pre-Season Coverage:

a. TRAINER may participate in pre-season educational programs concerning the identification, care and prevention of common athletic injuries, if requested.

b. TRAINER may participate and provide guidance in pre-season conditioning training programs, and other activities that the parties mutually agree are appropriate to prepare athletes and coaches for the upcoming sport's season.

2) Practices, Pre-Competition and Competition Coverage:

a. TRAINER shall assist SCHOOL'S coaching staff and athletes in preparing for practices and competitions.

b. TRAINER shall assess athletes for potential injuries and advise appropriate preventive measures, as requested.

c. TRAINER shall cover those practices and interscholastic sports competitions that the parties mutually have scheduled for such coverage.

d. During practices and interscholastic sports competitions where the TRAINER provides coverage, TRAINER shall provide emergency assessment and care of athletic injuries, within the scope of TRAINER'S expertise and in accordance with the Ohio AT Practice Act.

3) Post Practice and Post Competition Coverage: TRAINER shall assess injuries sustained by athlete participants in practices or interscholastic sports competitions and shall assist SCHOOL in making appropriate medical referrals.

4) School Day Treatments and Evaluations: The AT(s) will have hours available during the school day to provide treatments, rehabilitation and injury evaluation.

5) Emergency Action Plans: Staff will work with athletic staff and administration to develop Emergency Action Plans (EAP) for each venue.

6) Educational Programs: TRAINER may work with coaches and administration to help organize educational programs, as requested by the school, for parents and coaches.

7) Parents' Meetings: AT shall be present and participate at annual parents' meetings as requested by the administration and coaches

8) Make-Up Date for Screenings: HOSPITAL provides Pre-participation sports screenings throughout the school year at our sports medicine physician offices for a fee. This is open, by appointment, to any athletes who missed SCHOOL's scheduled date.

9) In the Event of Illness or Emergency: In the event that the TRAINER is unable to attend a scheduled event due to illness or emergency or other occurrence, the HOSPITAL will use reasonable efforts to provide a substitute trainer for the scheduled event but shall have no liability to SCHOOL hereunder should HOSPITAL be unable to provide a substitute.

10) Strength and Conditioning: HOSPITAL shall provide SCHOOL the services of a TRAINER up to 1000 hours total, annually. STAFF will design and implement strength and conditioning programs, as well as sports performance/injury prevention programs for the SCHOOL. Hours will be after school during the school year and variable over the summer and breaks based on team schedules.

11) Additional Duties: HOSPITAL and/or TRAINER shall provide additional duties or services as set forth on Exhibit A or as mutually agreed upon by the parties.

C. Code of Ethics: HOSPITAL shall require TRAINER to perform all TRAINER'S duties, responsibilities and activities under this Agreement in conformance with the applicable provisions of the National Athletic Trainer's Association Code of Ethics and the Ohio Revised Code.

D. Team Physician: HOSPITAL, through Summa Physicians, Inc. dba Summa Health Medical Group ("SHMG"), shall offer a physician (the "Team Physician") to provide team physician coverage to SCHOOL as part of its commitment to community benefit as further described below. As of the Effective Date, Dr. Robert Crawford shall serve in the role of Team Physician. Team Physician shall make on-site examinations of student athletes at scheduled events in order to determine the existence of defects, to make diagnoses, and to determine if additional medical care is required by the student athletes (the "Team Physician Services"). HOSPITAL and/or SHMG will determine the method, details, and means of performing the Team Physician Services. The Team Physician Services shall be provided on such days and such times as are mutually agreed upon by the parties. In the event that Team Physician is unable to attend a scheduled event due to illness or emergency or other occurrence, HOSPITAL, through SHMG, may provide a substitute physician with the same or similar qualifications for the scheduled event at HOSPITAL's sole discretion and expense. Neither HOSPITAL nor SHMG shall have liability to SCHOOL should they be unable to provide a substitute. SCHOOL shall not control, direct, or otherwise supervise the Team Physician or substitute physician in the performance of the Team Physician Services. Neither

SCHOOL nor The Wadsworth City School District Board of Education (the "Board") will interfere with the medical decision making of HOSPITAL, Team Physician, or substitute team physician.

The Team Physician shall at all times during the term of the Agreement hold a license to practice medicine in the State of Ohio. Under no circumstances will HOSPITAL or Team Physician accept compensation from any third party or source, including, but not limited to booster, parent, or other Board support organizations, for the performance of the Team Physician Services.

This Agreement shall constitute a contract under R.C. 3313.68(C) and R.C. 3313.721 for the purpose of providing health care services to students. The Team Physician or substitute physician shall constitute a licensed health care provider for purposes of R.C. 3313.68(C) and R.C. 3313.721.

2. SCHOOL'S Agreement:

A. Space and Supplies

1) SCHOOL shall provide TRAINER with all necessary or appropriate services, and medical and other equipment and supplies, such as tape, elastic wraps, supply kits, etc. as may reasonably be required by TRAINER in performing duties under this Agreement.

2) SCHOOL shall provide TRAINER with adequate space for the performance of TRAINER'S duties under this Agreement.

B. School Staff. SCHOOL shall ensure that it's coaching and other staff and agents (collectively, "School's Staff") cooperate fully with the TRAINERS' decisions that pertain to the health and/or injury status of an athlete, including, without limitation, disqualification from athletic participation. Without limiting any other provision of this Agreement, HOSPITAL may terminate this Agreement immediately upon failure of School's Staff to adhere to a TRAINER'S decision. Only a physician may overrule a TRAINER'S decision, but the TRAINER and Team Physician and/or Summa Sports Medicine Medical Director, in looking out for the best interest of the athlete, may decide to not allow clearance based on the following: a specialist had withheld the athlete and the clearance comes from a non-specialist OR the TRAINER and/or Team Physician/Sports Medicine Medical Director, based on their evaluation and/or witnesses symptoms and the athlete's decrease in the ability to perform the activities without pain and loss of function, may feel that it is in the best interest of the athlete not to participate. In the event that SCHOOL fails to ensure the full cooperation of School's Staff, or in the event that a TRAINER'S decision is overruled, the indemnification provisions in Sections 8.A. and 8.B. hereof shall apply.

C. Concussions: SCHOOL, by signing this document, designates the TRAINER (either (i) in consultation with a physician; (ii) pursuant to the referral of a physician; (iii) in collaboration with a physician, or (iv) under the supervision of a physician)

and/or Team Physician and/or Summa Sports Medicine Medical Director as a healthcare provider authorized to grant return to play clearance to SCHOOL's athletes following concussions according to Summa's Standard Operating Procedure and Ohio Law related to concussions, as may be amended from time to time. If there is a discrepancy or questionable return to play clearance provided to an athlete by another healthcare provider, the athletic trainer can consult with Summa Health Sports Medicine physicians and they have the right to intervene and not allow return to play to occur until the athlete is symptom free, has returned to baseline compared to all baseline testing, completed the 5 phase functional progression without increase in symptoms, etc to insure proper concussion management and return to play for the safety of the student-athlete. NOTE: Wadsworth City Schools may contract with an outside company at no cost to Summa, to provide Trazer baseline testing for parents wishing to have these tests performed. In the event an athlete who has received a Trazer baseline test sustains a concussion, the athletic trainer will provide follow-up Trazer post-concussive testing as directed by the physician.

D. Records. SCHOOL will make available to HOSPITAL and TRAINER at all times during this Agreement all of the pre-participation physicals, medical releases and other records, documents and information HOSPITAL deems necessary to perform its services hereunder.

E. No Hire Covenant. SCHOOL agrees that it shall not, during the term of this Agreement and for a period of eighteen (18) months following the termination of this Agreement for any reason, directly or indirectly, through any subsidiary, parent company or affiliate, hire, employ, retain or otherwise engage any employee or independent contractor of HOSPITAL who at any time provides, supervises, directs or is involved in the provision of services under this Agreement, nor shall SCHOOL induce, facilitate, or otherwise encourage any such employee or independent contractor to terminate his or her relationship with HOSPITAL. SCHOOL acknowledges the difficulty in calculating damages for such interference and hereby agrees that in the event of such interference, SCHOOL shall pay HOSPITAL liquidated damages in the amount of Thirty-Five Percent (35%) of the employee or independent contractor's yearly salary or annual contracted rate.

F. Non-Interference: SCHOOL agrees that, during the term of this Agreement and for a period of eighteen (18) months thereafter, it shall not interfere with the relationship between HOSPITAL and any employee or independent contractor of HOSPITAL who at any time provides, supervises, directs or is involved in the provision of services under this Agreement. SCHOOL acknowledges the difficulty in calculating damages for such interference and hereby agrees that in the event of such interference, SCHOOL shall pay HOSPITAL liquidated damages in the amount of Thirty-Five Percent (35%) of the employee or independent contractor's yearly salary or annual contracted rate.

G. Acknowledgment of Relationship: SCHOOL shall publicly acknowledge HOSPITAL's partnership with SCHOOL in providing the TRAINER services in a manner agreed to by the parties.

H. Safety Rules and Regulations. SCHOOL shall follow all recommendations set forth by the Governor of the State of Ohio, the Ohio Department of Health and/or the OHSAA in relation to school athletics for the safety of SCHOOL Staff, student athletes, Team Physician and TRAINER.

3. Term: This Agreement shall be for a term of three (3) years beginning on July 16, 2020 and ending at midnight on July 15, 2023.

4. Independent Contractor:

A. The parties understand and agree that they are independent contractors with respect to one another in the performance of this Agreement, and that TRAINER is at all times performing TRAINER'S work, duties and responsibilities under this Agreement solely as HOSPITAL'S employee.

B. This Agreement creates between HOSPITAL and SCHOOL no relationship whatsoever of agency, partnership, joint venture or employment.

C. This Agreement does not empower either party or its agents, employees or assigns to bind the other party in any way.

D. It shall be HOSPITAL'S sole responsibility to supervise and compensate TRAINER. SCHOOL shall not exercise direct control over HOSPITAL'S or TRAINER'S methods in carrying out this Agreement. SCHOOL'S sole role shall be to ensure that services rendered under this Agreement shall be performed in a competent and satisfactory manner.

5. Community Benefit: The parties acknowledge that HOSPITAL is providing the TRAINER and Team Physician services as part of its commitment to community benefit with the goal of improving the health and wellness of the communities that it serves.

6. Modification: Either party may modify this Agreement. Modifications shall be written and signed by both parties to the Agreement.

7. Assignment: Either party may assign this Agreement upon the prior written consent of the other party.

8. Indemnity:

A. SCHOOL shall indemnify, defend and hold harmless HOSPITAL, SHMG and their respective officers, directors, agents, and employees, including, without limitation, TRAINER, Team Physician, and substitute team physician, from and against any and all liability, suits, claims, losses and damages, and expenses in connection therewith (including reasonable attorneys' fees) (collectively,

"Claims") which may be imposed on or incurred by HOSPITAL, SHMG and their respective officers, directors, agents, and employees, including, without limitation, TRAINER, Team Physician, and substitute team physician, in connection with, or arising out of the negligent acts or omissions or willful misconduct of SCHOOL, its agents, employees, or subcontractors, including performance of automated external defibrillation in good faith, in accordance with R.C. 2305.235 and as amended or revised, failure to perform automated external defibrillation, or performance of automated external defibrillation by an individual not authorized to use the automated external defibrillator. SCHOOL's obligations under Section 8(A) of this Agreement shall not exceed the amount provided by insurance purchased by SCHOOL for this purpose or the amount appropriated by SCHOOL for this purpose; whichever is greater. In no case, shall any of SCHOOL's board members, officers, employees, contractors, agents, or other individuals be considered personally liable for indemnifying and holding harmless HOSPITAL, its officers, directors, agents, and employees, including, without limitation, TRAINER, Team Physician, and substitute team physician under Section 8(A) of this Agreement. SCHOOL shall provide HOSPITAL and SHMG with a Certificate of Insurance evidencing current insurance coverage upon execution of this Agreement and annually thereafter as proof that such insurance coverage has been renewed.

B. In addition to the foregoing and without any limitation thereto, SCHOOL further agrees to indemnify, defend and hold harmless HOSPITAL and SHMG and their respective officers, directors, agents, and employees, including, without limitation, TRAINER, Team Physician, and substitute team physician, from and against any and all claims arising out of or related to SCHOOL's failure to ensure the full cooperation of School's Staff or the overruling of a TRAINER'S decision as discussed in Section 2.E. hereof or the overruling of Team Physician or substitute team physician. SCHOOL's obligations under Section 8(B) of this Agreement shall not exceed the amount provided by insurance purchased by SCHOOL for this purpose or the amount appropriated by SCHOOL for this purpose; whichever is greater. In no case, shall any of SCHOOL's board members, officers, employees, contractors, agents, or other individuals be considered personally liable for indemnifying and holding harmless HOSPITAL, under Section 8(B) of this Agreement. SCHOOL shall provide HOSPITAL and SHMG with a Certificate of Insurance evidencing current insurance coverage upon execution of this Agreement and annually thereafter as proof that such insurance coverage has been renewed.

C. HOSPITAL shall indemnify, defend and hold harmless the Board, SCHOOL, its officers, directors, agents, and employees, in both their official and individual capacities, from and against any and all liability, suits, claims, losses and damages, and expenses in connection therewith (including reasonable attorneys' fees) which may be imposed on or incurred by the Board, SCHOOL, its officers, directors, agents, and employees, in both their individual and official capacities, in connection with, or arising out of the negligent acts or omissions or willful misconduct of HOSPITAL, TRAINER, Team Physician, and substitute team physician. HOSPITAL's obligations under Section 8(C) of this Agreement shall not

exceed $1,000,000 per incident and $3,000,000 aggregate per year. In no case, shall any of HOSPITAL's or SHMG's board members, officers, employees, contractors, agents, or other individuals be considered personally liable for indemnifying and holding harmless the Board. SCHOOL, its officers, directors, agents, and employees, including, without limitation, TRAINER, Team Physician, and substitute team physician under Section 8(C) of this Agreement.

9. Insurance: Each party shall maintain policies of liability insurance and property insurance in amounts sufficient to provide adequate coverage for services provided pursuant to this Agreement. Either party may request evidence of such insurance coverage at any time.

10. Severability: This Agreement is severable. If any part of this Agreement is found by any Court to be void or illegal, the remainder of this Agreement shall remain in full force and effect for the term of the Agreement.

11. Termination:

A. Termination. Either party may terminate this Agreement with or without cause upon thirty (30) days prior written notice.

B. Consequences of Termination. Upon expiration or termination of this Agreement for any reason, neither party shall have any further obligations hereunder except for obligations accruing prior to the date of expiration or termination and obligations that are expressly made to extend beyond the term of this Agreement] and those contained in Sections 2.D. and 2.E.

12. Notice: Notice required or permitted under this Agreement shall be effective upon mailing by certified mail, return receipt requested, or upon personal delivery to the other party as follows:

HOSPITAL: Robert Gerberry
General Counsel
Summa Health
1077 Gorge Blvd.
Akron, OH 44310

SCHOOL: Andy Hill – Superintendent
Wadsworth City School District
524 Broad St.
Wadsworth, OH 44281

13. Ohio Law: This Agreement has been executed and delivered in, and shall be interpreted, construed and enforced pursuant to and in accordance with the laws of the State of Ohio. The County of Summit, State of Ohio shall be the sole and exclusive venue for any dispute,

litigation, special proceeding or other proceeding between the parties that may be brought, arise out of or in connection with or by reason of this Agreement.

14. Third Party Beneficiary: The parties do not intend that student athletes, teachers, parents, coaches or any other third party occupy the position of third party beneficiaries to this Agreement.

15. Waiver: The failure or delay of either party to exercise any right, power or privilege under this Agreement shall not waive such right, power or privilege.

16. Access to Books and Records: Until the expiration of four (4) years after the furnishing of services pursuant to this Agreement and upon written request of the Secretary of Health and Human Services, or upon request of the Comptroller General of the United States, or any other duly authorized representative of the Federal Government, the parties shall each make available this Agreement and the books, documents and records of the parties hereto necessary to certify the nature and extent of costs of services rendered under the terms of this Agreement.

    If either party carries out any of the duties specified in this Agreement through a subcontract with a related organization and such subcontract has a value or cost of Ten Thousand Dollars ($10,000.00) or more over a twelve (12) month period, such subcontract shall contain a clause to the effect that until the expiration of four (4) years after the furnishing of such services pursuant to such subcontract, the related organization shall, upon written request of the Comptroller General of the United States or any other duly authorized representative of the Federal Government, make available the subcontract and the books, documents and records of such organization necessary to verify the nature and extent of such costs.

    Each party shall notify the other immediately upon receipt of such request for this Agreement and any other books, documents and records and shall provide the other party with copies of all such documents provided to the Government pursuant to this Agreement.

17. Debarment Certification: Each party hereby represents and warrants the following:

    A. That it has not been debarred, excluded, suspended or otherwise determined to be ineligible to participate in federal health care programs (collectively "Debarment" or "Debarred", as applicable); and

    B. That it shall not knowingly employ or contract with, with or without compensation, any individual or entity (singularly or collectively, "Agent") listed by a federal agency as Debarred or found on the *List of Specially Designated Nationals and Blocked Persons* maintained by Office of Foreign Assets Control. To comply with this provision, each party shall make reasonable inquiry into the status of any Agent contracted or arranged by it to fulfill the terms of this Agreement by reviewing, at a minimum, the Health and Human Services – Office of Inspector System for Award Management (SAM) (http://sam.gov), the Health and Human Services Office of Inspector General List of Excluded

Individuals/Entities (http://oig.hhs.gov/fraud/exclusions.asp), or the List of Specially Designated Nationals and Blocked Persons (http://www.ustreas.gov/offices/enforcement/ofac/) which internet sites may be revised from time to time by the U.S. government.

In the event that either party and/or its Agent either (1) becomes Debarred, (2) receives notice of action or threat of action with respect to its Debarment, or (3) is placed on the List of Specially Designated Nationals and Blocked Persons during the term of this Agreement, each party agrees to notify the other immediately. In the event that either party or its Agency becomes Debarred as set forth above, this Agreement relative to such Debarred entity or individual's participation hereunder shall automatically terminate upon receipt of such notice without any further action or notice; and

Each party agrees to act in compliance with all laws and regulations (including, without limitation, Medicare and Medicaid program requirements as applicable), which relate to its performance of the Agreement. Each party agrees to notify the other in a timely manner in the event that it has violated any such statutory or regulatory requirements, and the nature of such violation, to enable non-violating party to take prompt corrective action. Each party agrees that the other shall have the right to automatically terminate this Addendum and the Agreement in the event that the other party fails to comply with this provision.

18. Referrals. It is not a purpose of this Agreement to induce patient referrals. The parties acknowledge there is no requirement under this Agreement or any other agreement between HOSPITAL and SCHOOL requiring SCHOOL to refer any patients to HOSPITAL for products or services. The parties also acknowledge that while the SCHOOL may refer patients to any hospital or entity providing such products or services, that the SCHOOL will not allow its employees to do so due to ethic violations that could occur under the said scenario. The parties also acknowledge that SCHOOL employees are not medically trained professionals, which further supports the SCHOOLS decision to not allow its employees to refer patients.

19. Mediation of Disputes: In the event of a dispute between the parties arising out of or related to this Agreement, the parties agree to abide by the dispute resolution procedure outlined in Ohio Revised Code Section 2701.10. It is understood and agreed to by the parties that the defaulting or non-prevailing party agrees to pay the other party's reasonable attorneys' fees and expenses so incurred by such other party to enforce the terms of this Agreement in an amount not to exceed fifty thousand dollars ($50,000.00).

20. Entire Agreement: This document contains the whole of the understanding between the Parties relative to the issues discussed herein and merges within it any and all prior and/or contemporaneous negotiations, understandings, agreements and representations, whether oral or written. No prior agreement or understanding pertaining to any such matter shall be effective.

21. Health Records: As part of this Agreement, HOSPITAL may be exposed to student personally identifiable information – including student health records – which is designated as confidential under the Family Educational Rights and Privacy Act ("FERPA"),

Ohio law, and Board policy. *See* 20 U.S.C. § 1232g; 34 C.F.R. § 99.30; R.C. 3319.321. Pursuant to FERPA, R.C. 3319.321, and Board policy, HOSPITAL agrees to keep confidential and not release or permit access to any and all student personally identifiable information to which HOSPITAL may be exposed to under this Agreement except as authorized by law.

22. Summa's Commitment to Corporate Compliance: Summa Health System is committed to honest and responsible corporate conduct. This commitment is formalized in Summa Health System's Code of Conduct and Compliance Plan. Consultant/Contractors, vendors, patients and the general public are encouraged to read Summa's Code of Conduct and Summa's Compliance Plan on Summa's web site at http://www.summahealth.org.

23. Legal Compliance. The parties have endeavored to structure this Agreement and all of its terms to comply with all legal requirements, state and federal. If at any time during the term of this Agreement (a) any court or administrative decision is rendered, (b) any regulation or pronouncement is promulgated or released, or (c) a claim is filed or threatened, which is materially inconsistent with the structure or any of the material terms of this Agreement, the parties hereto shall immediately and in good faith renegotiate the relevant terms hereof. Any illegality or asserted illegality of this Agreement which cannot be so corrected by renegotiation within a reasonable period of time, and which in the opinion of counsel for either party has grounds to be justifiable and presents a substantial threat to either party, shall be grounds for termination of this Agreement. Notwithstanding the foregoing, if any provision of this Agreement is found or asserted to be illegal for any reason and the remaining provisions can reasonably be interpreted in a manner which will effectuate the original intent of the parties and not cause substantial hardship to either party, then such remaining provisions shall remain in force and effect and the illegal provision shall be severed.

24. Anti-discrimination Clause. Parties agree to comply with all applicable federal and state laws prohibiting discrimination against persons on account of race, sex, color, age, religion, national origin, disability or because they are beneficiaries of government reimbursement programs, including but not limited to, the Medicare and Medicaid programs if applicable.

25. Criminal Record Certification: HOSPITAL agrees that the AT Services and Team Physician Services provided under this Agreement may require TRAINER, Team Physician, and substitute team physician to work unsupervised with children on a regular basis. As a result, SCHOOL requires TRAINER, Team Physician, and substitute team physician to provide a set of impressions of their fingerprints to SCHOOL so that a criminal records check can be conducted at SCHOOL's expense. This criminal records check will be done before TRAINER, Team Physician, and substitute team physician begin their duties and as a condition of TRAINER, Team Physician, and substitute team physician's continued AT Services and Team Physician Services under this Agreement. Pursuant to Policy 8142, if a criminal records check indicates that TRAINER, Team Physician, and substitute team physician have been convicted of, or pleaded guilty to, any of the offenses described in R.C. 3319.39(1) TRAINER, Team Physician, and substitute team physician shall not be permitted to perform any services for SCHOOL.

26. Release and Waiver of Liability: HOSPITAL, TRAINER, Team Physician, and substitute team physician shall perform work under this Agreement at their own risk. Accordingly, SCHOOL requires as a condition of TRAINER, Team Physician, and substitute team physician providing AT Services and Team Physician Services that they shall fully release SCHOOL and agree not to sue SCHOOL for any claim that may arise out of the AT Services and Team Physician Services.

27. SERS/STRS Obligations: The HOSPITAL shall be responsible for forwarding to the SCHOOL payroll information including schedule of pay dates, number of days worked per pay period, and bi-weekly gross pay within four (4) business days after the Effective Date. In addition, if the information listed above changes throughout the contract year the HOSPITAL is responsible for communicating this to the SCHOOL within four (4) business days after the change. If the HOSPITAL is delinquent in forwarding the payroll information to the SCHOOL and the SCHOOL incurs a penalty from STRS/SERS the HOSPITAL will be liable for said penalty. To the extent applicable, TRAINER, Team Physician, and substitute team physician have been notified as required by R.C. 3309.53 and R.C. 3307.21 of all duties and obligations under R.C. Chapter 3309 and R.C. Chapter 3307 pertaining to the State Employees Retirement System and State Teachers Retirement System.

[*Signatures on following page.*]

IN WITNESS WHEREOF, the parties have affixed their signatures below:

"HOSPITAL"
SUMMA HEALTH SYSTEM

By: _____

Name: _____

Title:

Date:_____

"SCHOOL"
Wadsworth City Schools

By: _____

Name: _____

Title:

Date:_____

LEGAL SERVICES
Approved as to form
Initials: CB Date: 5.22.2020

EXHIBIT A

1) Summer Hours/Coverage: The ATs will work with administration to determine an effective schedule for the summer-time needs of the student-athletes.

2) Neurocognitive Baseline and Post-concussive Testing: (ImPACT) The AT will provide pre-season baseline testing, according to Summa's Standard Operating Procedure and recommendations/standards set by ImPACT on an annual basis. They will also provide post-concussive testing, care and continue to monitor the athlete following injury when appropriate and aid in the coordination of care with area healthcare providers. They will also supervise the return to activity progression. Access to the computer lab is required to perform baseline and post-concussion tests. Wadsworth City Schools will be invoiced annually to reimburse Summa for their individual subscription required, based on current rates. The rate through Summa Health is less expensive than an individual license for access. The records, however, are considered Summa's Medical Records. NOTE: Wadsworth City Schools may contract with an outside company at no cost to Summa, to provide Trazer baseline testing for parents wishing to have these tests performed. In the event an athlete who has received a Trazer baseline test sustains a concussion, the athletic trainer will provide follow-up Trazer post-concussive testing as directed by the physician.

3) Coverage of OHSAA Tournament Events: The athletic trainer, or another athletic trainer from Summa Health, will provide coverage for OHSAA tournament events that Wadsworth City Schools hosts. A fee of $35 per hour per athletic trainer will be assessed to the tournament director of those events reimbursed by OHSAA.

4) Athletic Training Aide Program: The AT can work with school administration to develop, coordinate and monitor an Athletic Training Student Aide program for the students interested in healthcare. Included in this can be teaching an athletic training and healthcare introduction class or in-service as requested by the administration. Information related to what high school student aides can and cannot do according to Ohio Law can be found in the Ohio Revised Code, 4755-46: Delegation of Tasks.

5) Return to Learn Educational Program: This educational program is designed for teachers and counselors to increase the awareness of signs, symptoms and behaviors associated with a sports concussion. We also discuss the cognitive effects of a concussion related to academics. We review and discuss the "return to learn" protocol for school personnel, which aid in the student athlete's recovery following a sports concussion, and the important role that school personnel plays as a part of the sports medicine team.

6) Sports Medicine Educational Information: The AT and Summa Health Sports Medicine staff will provide educational information for athletes, parents, coaches, the community and school staff related to health, wellness, injury prevention, care, etc. for use on the school district's website and in newsletters to help empower the community regarding healthier living.

7) Pre-Participation Screenings: Summa Health System will provide pre-season sports screenings annually in the spring on a date agreed upon by both the hospital and school. Summa will charge the school $10 per student and invoice the school at the conclusion of the screenings, pending Ohio Department of Health and Ohio High School Athletic Association ruling on mass gatherings.

8) Sports Bracing Program: The AT can work with coaches and school administration to set up a program where the students can purchase sports braces through an outside vendor for a fee. We can assist in identifying a number of bracing companies that can potentially provide this service. Studies have shown that ankle braces outperform athletic tape in the prevention of ankle injuries. Ankle braces not only help prevent/reduce injury, but also reduce the costs associated with prophylactic taping when no injury is present. In the event of injury, athletes would still be initially taped and/or braced, but recommended to progress to braces only.

9) Newsletter: Summa can provide the school a quarterly newsletter electronically containing educational information, injury prevention and upcoming sports medicine related events at the high school and hospital. This newsletter can be posted on the website and distributed by the school electronically to all high school and middle school parents (HOSPITAL to provide the content).

10) Athletic Training Website: The AT can work with the school's IT Department and athletic director to maintain the athletic training website.

ATHLETIC TRAINER SCHEDULE

1) The athletic trainer will provide a maximum of 3400 hours. Any additional hours must be agreed upon by both parties, and 1000 hours Strength and Conditioning services

2) **Coverage <u>may</u> include and is at the discretion of the athletic trainer and athletic director to work out this coverage:**
   a. All football practice sessions during two-a-days
   b. 2-3 football scrimmages
   c. M-F 2-5:30pm on non-game days
   d. Saturday morning injury checks during the fall football season
   e. Home and away Varsity Football games
   f. Home JV football games
   g. Home freshman football games
   h. Home JV/Varsity boys/girls soccer
   i. Home JV/Varsity boys/girls basketball
   j. Home Wrestling
   k. Home Track Invitational
   l. Home Baseball and Softball games
   m. Home Lacrosse games
   n. Middle school event coverage as agreed upon and arranged between the athletic trainer, athletic director and Summa Health System based on other athletic events and priorities
   o. Weight room supervision and team conditioning sessions as agreed upon and arranged between the strength and conditioning coach, athletic director and head coaches.

   NOTE: When there are multiple events going on simultaneously, the following prioritization will take place:

   FALL:
   - Varsity football game
   - JV/ Varsity contact vs. non-contact
   - Freshman, JV, Junior High football over Varsity non-contact
   - Varsity football practices over all non-contact
   - Contact sports include football and soccer

ELLA M. EVERHARD PUBLIC LIBRARY
aka WADSWORTH PUBLIC LIBRARY
2021 Tax Budget

Sources of Income

Fund Type / Fund Name	Unencumbered Balance January 1, 2021	2021 Estimated Taxes	2021 Estimated Other Sources	Total Resources Avail for Appropriation
Governmental:				
General Fund	**$1,435,400.12**	**$1,820,676.00**	**$843,960.00**	**$4,100,036.12**
Special Revenue Funds:				
Grant Fund	$0.00	$0.00	$0.00	$0.00
Total Special Revenue Funds	**$0.00**	**$0.00**	**$0.00**	**$0.00**
Debt Service Funds:				
Debt Service Fund	$0.00	$0.00	$0.00	$0.00
Total Debt Service Funds	**$0.00**	**$0.00**	**$0.00**	**$0.00**
Capital Projects Funds:				
Capital Projects Fund	$1,757,472.00	$0.00	$0.00	$1,757,472.00
Total Capital Projects Funds	**$1,757,472.00**	**$0.00**	**$0.00**	**$1,757,472.00**
Proprietary Funds				
Enterprise Funds:				
Total Enterprise Funds	**$0.00**	**$0.00**	**$0.00**	**$0.00**
Internal Service Funds:				
Total Internal Service Funds	**$0.00**	**$0.00**	**$0.00**	**$0.00**
Fiduciary Funds				
Trust and Agency Funds:				
Endowment Fund Expendable	$0.00	$0.00	$0.00	$0.00
Endowment Fund Non-Exp	$0.00	$0.00	$0.00	$0.00
Total Trust and Agency Funds	**$0.00**	**$0.00**	**$0.00**	**$0.00**
Total All Funds	**$3,192,872.12**	**$1,820,676.00**	**$843,960.00**	**$5,857,508.12**

ELLA M. EVERHARD PUBLIC LIBRARY
aka WADSWORTH PUBLIC LIBRARY
2021 Tax Budget

Fund Name: General **Fund Number: 101**
Comparative and Estimated Receipts, Disbursements and Balances

		2018 Actual	2019 Actual	2020 Estimated	2021 Estimated	% Change	% of Budget
Cash Balance - January 1		**$2,315,202.84**	**$2,364,853.29**	**$1,983,070.12**	**$1,435,400.12**	**-27.62%**	
Receipts							
1000	**Taxes**						
1100	State Income Taxes (PLF)	907,114.39	944,972.33	910,255.00	763,500.00	-16.12%	28.65%
1200	General Property Taxes	1,594,715.59	1,678,420.55	1,586,300.00	1,620,676.00	2.17%	60.82%
	Total Taxes	**2,501,829.98**	**2,623,392.88**	**2,496,555.00**	**2,384,176.00**	**-4.50%**	**89.47%**
2000	**Intergovernmental Revenue**						
2230	Homestead & Rollback Tax	233,549.57	199,550.45	201,000.00	200,000.00	-0.50%	7.51%
	Total Intergovernmental Revenue	**233,549.57**	**199,550.45**	**201,000.00**	**200,000.00**	**-0.50%**	**7.51%**
3000	**Patron Fines and Fees**						
3100	Patron Fines and Fees	39,363.86	38,133.48	39,365.00	25,500.00	-35.22%	0.96%
	Total Patron Fines and Fees	**39,363.86**	**38,133.48**	**39,365.00**	**25,500.00**	**-35.22%**	**0.96%**
4000	**Earnings on Investments**						
4100	Interest on Investments	61,403.46	91,914.00	61,400.00	40,000.00	-34.85%	1.50%
	Total Earnings on Investments	**61,403.46**	**91,914.00**	**61,400.00**	**40,000.00**	**-34.85%**	**1.50%**
6000	**Contributions, Gifts and Donations**						
6100	Restricted Donations	12,612.01	11,573.00	12,600.00	12,500.00	-0.79%	0.47%
6500	Unrestricted Donations	342.92	347.04	345.00	400.00	15.94%	0.02%
	Total Contributions, Gifts and Donations	**12,954.93**	**11,920.04**	**12,945.00**	**12,900.00**	**-0.35%**	**0.48%**
8000	**Miscellaneous Revenue**						
8300	Rental of Real Property	1,060.00	1,030.00	1,060.00	1,060.00	0.00%	0.04%
8700	Refunds and Reimbursements	3,863.83	3,396.62	230.00	1,000.00	334.78%	0.04%
8900	Miscellaneous Revenue	130.27	6.00	0.00	0.00	0.00%	0.00%
	Total Miscellaneous Revenue	**5,054.10**	**4,432.62**	**1,290.00**	**2,060.00**	**59.69%**	**0.08%**
Total Receipts		**$2,854,155.90**	**$2,969,343.47**	**$2,812,555.00**	**$2,664,636.00**	**-5.26%**	**100.00%**

ELLA M. EVERHARD PUBLIC LIBRARY
aka WADSWORTH PUBLIC LIBRARY
2021 Tax Budget

Fund Name: General **Fund Number: 101**
Comparative and Estimated Receipts, Disbursements and Balances

		2018 Actual	2019 Actual	2020 Estimated	2021 Estimated	% Change	% of Budget
Disbursements							
1000	**Salaries and Benefits**						
1100	Salaries and Leave Benefits	1,159,873.34	1,172,888.91	1,259,100.00	1,219,150.00	-3.17%	44.25%
1400	Retirement Benefits	161,350.81	163,161.69	177,300.00	171,000.00	-3.55%	6.21%
1600	Insurance Benefits	168,972.23	178,429.72	297,200.00	371,800.00	25.10%	13.49%
1900	Other Employee Benefits	3,320.00	3,591.29	8,250.00	4,000.00	-51.52%	0.15%
	Total Salaries and Benefits	**1,493,516.38**	**1,518,071.61**	**1,741,850.00**	**1,765,950.00**	**1.38%**	**64.09%**
2000	**Supplies**						
2100	General Supplies	10,718.39	12,741.96	22,550.00	14,500.00	-35.70%	0.53%
2200	Property Maintenance Supplies	11,292.11	13,227.81	16,100.00	13,000.00	-19.25%	0.47%
2300	Vehicle Fuel, Supplies and Parts	363.12	428.90	1,400.00	1,500.00	7.14%	0.05%
2900	Other Supplies	12,925.23	13,879.80	18,840.00	14,500.00	-23.04%	0.53%
	Total Supplies	**35,298.85**	**40,278.47**	**58,890.00**	**43,500.00**	**-26.13%**	**1.58%**
3000	**Purchased and Contracted Services**						
3100	Travel and Continuing Ed	4,806.80	9,166.70	8,000.00	5,000.00	-37.50%	0.18%
3200	Communication, Publicity and Printing	46,533.56	55,416.57	59,510.00	59,500.00	-0.02%	2.16%
3300	Property, Repair and Security	104,896.93	109,729.91	116,860.00	123,760.00	5.90%	4.49%
3400	Insurance	13,298.00	14,283.00	15,150.00	16,025.00	5.78%	0.58%
3500	Rents and Leases	1,275.40	950.40	1,300.00	800.00	-38.46%	0.03%
3600	Utilities	76,844.63	63,118.83	96,600.00	81,000.00	-16.15%	2.94%
3700	Professional Services	177,149.28	183,726.81	219,425.00	220,420.00	0.45%	8.00%
3800	Library Material Control Services	17,235.63	17,086.59	19,450.00	20,495.00	5.37%	0.74%
3900	Contracts and Purchased Services	10,469.35	9,805.25	13,650.00	3,200.00	-76.56%	0.12%
	Total Purchased and Contracted Services	**452,509.58**	**463,284.06**	**549,945.00**	**530,200.00**	**-3.59%**	**19.24%**
4000	**Library Materials and Information**						
4100	Books	161,033.79	158,259.56	184,800.00	148,100.00	-19.86%	5.38%
4200	Periodicals	18,497.43	17,424.87	19,330.00	17,500.00	-9.47%	0.64%
4300	Audio-Visual Materials	91,266.29	85,338.86	118,800.00	85,150.00	-28.32%	3.09%
4500	Computer Services and Information	39,563.39	42,778.43	68,980.00	82,980.00	20.30%	3.01%
4600	Interlibrary Loan Fees	30.50	0.00	350.00	250.00	-28.57%	0.01%
4900	Library Materials - Other	0.00	904.00	2,100.00	1,000.00	-52.38%	0.04%
	Total Library Materials and Information	**310,391.40**	**304,705.72**	**394,360.00**	**334,980.00**	**-15.06%**	**12.16%**

ELLA M. EVERHARD PUBLIC LIBRARY
aka WADSWORTH PUBLIC LIBRARY
2021 Tax Budget

Fund Name: General **Fund Number: 101**
Comparative and Estimated Receipts, Disbursements and Balances

		2018 Actual	2019 Actual	2020 Estimated	2021 Estimated	% Change	% of Budget
5000	**Capital Outlay**						
5200	Land Improvements	0.00	0.00	10,000.00	0.00	-100.00%	0.00%
5400	Building Improvements	1,376.00	6,114.00	10,300.00	6,500.00	-36.89%	0.24%
5500	Furniture and Equipment	6,038.66	12,812.12	20,000.00	13,000.00	-35.00%	0.47%
	Total Capital Outlay	**7,414.66**	**18,926.12**	**40,300.00**	**19,500.00**	**-51.61%**	**0.71%**
7000	**Other Objects**						
7100	Dues and Memberships	5,252.00	5,795.00	5,780.00	5,800.00	0.35%	0.21%
7200	Taxes and Assessments	47.68	47.68	50.00	50.00	0.00%	0.00%
7500	Refunds and Reimbursements	74.90	17.98	1,000.00	100.00	-90.00%	0.00%
7900	Other Miscellaneous Expenses	0.00	0.00	250.00	250.00	0.00%	0.01%
	Total Other Objects	**5,374.58**	**5,860.66**	**7,080.00**	**6,200.00**	**-12.43%**	**0.23%**
8000	**Contingency**						
8900	Contingency	0.00	0.00	67,800.00	55,000.00	-18.88%	2.00%
	Total Contingency	**0.00**	**0.00**	**67,800.00**	**55,000.00**	**-18.88%**	**2.00%**
9000	**InterFund Transfers and Advances**						
9800	Advances to Other Funds	0.00	0.00	0.00	0.00	0.00%	0.00%
9900	Transfers to Other Funds	500,000.00	1,000,000.00	500,000.00	0.00	-100.00%	0.00%
	Total InterFund Transfers and Advances	**500,000.00**	**1,000,000.00**	**500,000.00**	**0.00**	**-100.00%**	**0.00%**
Total Disbursements		**$2,804,505.45**	**$3,351,126.64**	**$3,360,225.00**	**$2,755,330.00**	**-18.00%**	**100.00%**
Excess/(Deficiency) of Receipts Over Disburse		**$49,650.45**	**($381,783.17)**	**($547,670.00)**	**($90,694.00)**		
Balance - January 1		**$2,315,202.84**	**$2,364,853.29**	**$1,983,070.12**	**$1,435,400.12**		
Balance - December 31		**$2,364,853.29**	**$1,983,070.12**	**$1,435,400.12**	**$1,344,706.12**		
Less: Encumbrances - December 31		**$33,188.31**	**$52,382.45**	**$35,000.00**	**$40,000.00**		
Unencumbered Balance - December 31		**$2,331,664.98**	**$1,930,687.67**	**$1,400,400.12**	**$1,304,706.12**		

WADSWORTH CITY SCHOOL DISTRICT
MONTHLY FINANCIAL UPDATE
MAY 2020

General Fund
Budget to Actual Report

	FY 2020 Budget	FY 2020 Actual to Date	Variance	Variance %	Target %
Beginning Cash Balance	**$ 16,344,368**	**$ 16,344,368**			
Total Revenue	**$ 52,181,732**	**$ 51,423,070**	**$ (758,662)**	**98.5%**	91.7%
Expenditures:					
Salaries and Wages	$ 29,110,266	$ 26,581,392	$ (2,528,874)	91.3%	92.31%
Employee Fringe Benefits	$ 10,588,743	$ 9,602,028	$ (986,715)	90.7%	91.7%
Purchased Services	$ 6,965,934	$ 6,338,138	$ (627,796)	91.0%	91.7%
Supplies and Materials	$ 1,389,752	$ 1,278,119	$ (111,633)	92.0%	91.7%
Capital Outlay	$ 597,787	$ 485,055	$ (112,732)	81.1%	91.7%
HB 264 Payments	$ -	$ -	$ -		
Other	$ 479,495	$ 471,480	$ (8,015)	98.3%	91.7%
Transfers/ Advances out	$ 80,000	$ 25,805	$ (54,195)	32.3%	91.7%
Total Expenditures	**$ 49,211,977**	**$ 44,782,017**	**$ (4,429,960)**	**91.0%**	91.7%
Revenue over (under) Expenditures	**$ 2,969,755**	**$ 6,641,053**			
Ending Cash Balance	**$ 19,314,123**	**$ 22,985,421**			
Encumbrances		**$ 2,667,037**			96.42%
Available Unencumbered Balance		**$ 20,318,384**			

Financial Summary - All Funds

Cash Flow Summary:

Total Revenue Current Month All Funds	**$ 3,428,855.46**
Total Expenditures Current Month All Funds	**$ 5,316,031.34**
Total Month End Cash Balance	**$ 39,082,689.56**

Appropriation Summary:

Total Appropriations Current Year All Funds	**$ 73,676,612.31**
Prior Fiscal Year Carryover Encumbrances	**$ 1,375,604.26**
Total Available All Funds	**$ 75,052,216.57**
Fiscal Year To Date Expenses All Funds	**$ 60,675,504.87**
Fiscal Year To Date % expended All Funds	**80.8%**

WADSWORTH CITY SCHOOL DISTRICT

Cash Summary Report

Full Account Code	Description	Initial Cash	MTD Received	FYTD Received	MTD Expended	FYTD Expended	Fund Balance	Encumbrance	Unencumbered Balance
Fund:	**001**								
001-0000	GENERAL FUND:	$ 16,312,914.22	$ 2,911,801.99	$ 51,385,914.93	$ 4,834,694.06	$ 44,771,013.82	$ 22,927,815.33	$ 2,667,979.60	$ 20,259,835.73
001-9000	GENERAL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
001-9001	GENERAL FUND: ADVERTISING /FACILITIES ACCOUNT	33,376.60	0.00	35,643.86	1,477.99	11,003.60	58,016.86	2,050.84	55,966.02
001-9002	GENERAL FUND: FOOD SERV. DONATIONS	(1,922.78)	(2,121.79)	1,511.19	0.00	0.00	(411.59)	0.00	(411.59)
001-9094	GENERAL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
001-920R	GENERAL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 16,344,368.04	**$ 2,909,680.20**	**$ 51,423,069.98**	**$ 4,836,172.05**	**$ 44,782,017.42**	**$ 22,985,420.60**	**$ 2,670,030.44**	**$ 20,315,390.16**
Fund:	**002**								
002-0000	BOND RETIREMENT SERIES 98,99,00 ISSUES	2,692,479.12	143,038.47	2,561,130.77	0.00	2,372,288.00	2,881,321.89	81,975.00	2,799,346.89
002-9000	BOND RETIREMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
002-9100	BOND RETIREMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
002-9200	BOND RETIREMENT - ENERGY CONSERVATION 2000	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
002-9300	BOND RETIRE LIBRARY 2001	450,826.22	22,349.63	400,168.82	0.00	383,566.77	467,428.27	17,962.50	449,465.77
002-9400	BOND RETIRE: 2008 BONDS ($65,650,000)	2,770,601.98	263,727.79	4,722,108.65	0.00	2,870,751.04	4,621,959.59	1,008,346.88	3,613,612.71
002-9500	BOND RETIREMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 5,913,907.32	**$ 429,115.89**	**$ 7,683,408.24**	**$ 0.00**	**$ 5,626,605.81**	**$ 7,970,709.75**	**$ 1,108,284.38**	**$ 6,862,425.37**
Fund:	**003**								
003-0000	PERMANENT IMPROVEMENT LEVY FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
003-900C	COMMUNITY CENTER ENTERPRISE FUND	166,307.88	0.00	37,345.58	0.00	3,794.90	199,858.56	2,240.60	197,617.96
003-900S	SUMMA HOSPITAL ENTERPRISE FUND	40,541.02	0.00	7,149.40	0.00	0.00	47,690.42	0.00	47,690.42
		$ 206,848.90	**$ 0.00**	**$ 44,494.98**	**$ 0.00**	**$ 3,794.90**	**$ 247,548.98**	**$ 2,240.60**	**$ 245,308.38**
Fund:	**004**								
004-0000	CONSTRUCTION FUND	(2,101,376.88)	0.00	0.00	0.00	1,179.85	(2,102,556.73)	0.00	(2,102,556.73)
004-900C	BUILDING FUND: CITY OF WADS. COMM. CENTER	2,108,758.76	0.00	0.00	0.00	3,805,847.68	(1,697,088.92)	7,381.88	(1,704,470.80)
004-900H	BUILDING FUND: WRH SUMMA MED. OFFICE BLDG.	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 7,381.88	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 3,807,027.53**	**$ (3,799,645.65)**	**$ 7,381.88**	**$ (3,807,027.53)**
Fund:	**006**								
006-0000	FOOD SERVICES	906,837.08	12,890.34	633,539.82	46,168.83	685,520.54	854,856.36	223,332.77	631,523.59
006-9001	FOOD SERVICE FEDERAL AWARD:	0.00	20,515.40	519,698.72	49,431.58	390,016.09	129,682.63	0.00	129,682.63
		$ 906,837.08	**$ 33,405.74**	**$ 1,153,238.54**	**$ 95,600.41**	**$ 1,075,536.63**	**$ 984,538.99**	**$ 223,332.77**	**$ 761,206.22**
Fund:	**007**								

WADSWORTH CITY SCHOOL DISTRICT

Cash Summary Report

Full Account Code	Description	Initial Cash	MTD Received	FYTD Received	MTD Expended	FYTD Expended	Fund Balance	Encumbrance	Unencumbered Balance
007-0000	SPECIAL TRUST	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
007-900S	SAFETY TOWN FUND	3,685.03	0.00	4,720.00	0.00	5,115.46	3,289.57	85.91	3,203.66
007-9091	SPECIAL TRUST	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
007-9092	SPECIAL TRUST	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
007-955C	SPECIAL TRUST	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 3,685.03	**$ 0.00**	**$ 4,720.00**	**$ 0.00**	**$ 5,115.46**	**$ 3,289.57**	**$ 85.91**	**$ 3,203.66**
Fund:	**009**								
009-0000	UNIFORM SCHOOL SUPPLIES FUND	18,948.50	2,695.57	52,289.67	150.55	8,905.50	62,332.67	29,985.73	32,346.94
		$ 18,948.50	**$ 2,695.57**	**$ 52,289.67**	**$ 150.55**	**$ 8,905.50**	**$ 62,332.67**	**$ 29,985.73**	**$ 32,346.94**
Fund:	**010**								
010-900L	OSFC LOCAL SHARE	6,229,840.45	0.00	0.00	0.00	5,029.32	6,224,811.13	0.00	6,224,811.13
010-900Q	OSFC: QSCB BONDS (ISHAM / VALLEY VIEW)	(543,055.88)	0.00	0.00	0.00	0.00	(543,055.88)	0.00	(543,055.88)
010-900S	OSFC STATE SHARE	(321,876.76)	0.00	0.00	0.00	0.00	(321,876.76)	13,906.79	(335,783.55)
		$ 5,364,907.81	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 5,029.32**	**$ 5,359,878.49**	**$ 13,906.79**	**$ 5,345,971.70**
Fund:	**011**								
011-0000	C.T. CUSTOMER SERVICE FUND	1,696.69	0.00	149,492.28	17,400.72	168,251.56	(17,062.59)	14,745.32	(31,807.91)
011-9001	C.T. CUSTOMER SERV AUTOMOTIVES	(591.26)	1,682.68	4,909.36	116.80	4,429.37	(111.27)	3,988.37	(4,099.64)
011-9002	C.T. CUSTOMER SERV JR CARPENTRY	1,850.15	0.00	17,879.26	670.40	23,934.23	(4,204.82)	16,181.32	(20,386.14)
		$ 2,955.58	**$ 1,682.68**	**$ 172,280.90**	**$ 18,187.92**	**$ 196,615.16**	**$ (21,378.68)**	**$ 34,915.01**	**$ (56,293.69)**
Fund:	**012**								
012-0000	ADULT/COMMUNITY EDUCATION	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**013**								
013-900C	COMMUNITY CENTER/WHS OPERATING FUND	27,126.93	0.00	40,131.03	450.00	18,007.62	49,250.34	23,296.15	25,954.19
		$ 27,126.93	**$ 0.00**	**$ 40,131.03**	**$ 450.00**	**$ 18,007.62**	**$ 49,250.34**	**$ 23,296.15**	**$ 25,954.19**
Fund:	**014**								
014-0000	FOUR CITIES CAREER TECH COMPACT FUND	108,617.22	0.00	0.00	27,457.22	245,717.34	(137,100.12)	26,955.26	(164,055.38)
014-9001	FOUR CITIES: FIRST PROGRAM (NORTON)	(0.03)	0.00	0.00	0.00	0.00	(0.03)	167,368.24	(167,368.27)
014-9089	ROTARY-INTERNAL SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 108,617.19	**$ 0.00**	**$ 0.00**	**$ 27,457.22**	**$ 245,717.34**	**$ (137,100.15)**	**$ 194,323.50**	**$ (331,423.65)**
Fund:	**017**								
017-0000	LIBRARY CONSTRUCTION	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**018**								
018-0000	PUBLIC SCHOOL SUPPORT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

WADSWORTH CITY SCHOOL DISTRICT

Cash Summary Report

Full Account Code	Description	Initial Cash	MTD Received	FYTD Received	MTD Expended	FYTD Expended	Fund Balance	Encumbrance	Unencumbered Balance
018-973C	FOUR CITY CTA COMPACT DIRECTORS FUND	$ 2.31	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 2.31	$ 0.00	$ 2.31
018-974A	CENTRAL OFFICE ADMINISTRATORS FUND	7,630.48	0.00	148.93	0.00	(464.65)	8,244.06	1,286.16	6,957.90
018-974B	DISTRICT SPIRIT COMMITTEE FUND	6,068.50	0.00	30.00	0.00	0.00	6,098.50	0.00	6,098.50
018-974C	CENTRAL INTERMEDIATE PRINCIPAL FUND	16,938.39	(299.90)	11,737.86	429.00	15,658.00	13,018.25	4,080.79	8,937.46
018-974K	HURRICANE KATRINA RELIEF FUND (2005)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
018-974T	TRANSPORTATION 018 ACCOUNT	2,000.59	0.00	256.85	0.00	176.63	2,080.81	373.37	1,707.44
018-975F	FRANKLIN SCHOOL PRINCIPAL'S FUND	5,767.53	5,014.02	39,457.06	1,447.85	16,907.88	28,316.71	22,902.74	5,413.97
018-976I	ISHAM SCHOOL PRINCIPAL'S FUND	2,467.70	357.93	32,000.01	274.75	27,373.61	7,094.10	9,241.34	(2,147.24)
018-977L	LINCOLN SCHOOL PRINCIPAL'S FUND	10,994.97	338.30	11,159.35	0.00	12,072.33	10,081.99	7,047.84	3,034.15
018-978D	OVERLOOK: SUNSHINE FUND	0.00	261.45	261.45	0.00	0.00	261.45	0.00	261.45
018-978O	OVERLOOK SCHOOL PRINCIPAL'S FUND	1,077.89	(227.40)	10,488.75	89.25	10,266.04	1,300.60	4,632.33	(3,331.73)
018-979L	PUBLIC SCHOOL SUPPORT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
018-979V	VALLEY VIEW PRINCIPAL'S FUND	5,863.59	65.00	7,669.38	171.90	6,808.16	6,724.81	3,419.43	3,305.38
018-980D	WMS: DOLLARS FOR DENIM PAY IT FORWARD	791.22	0.00	305.00	0.00	0.00	1,096.22	370.93	725.29
018-980M	WADSWORTH MIDDLE SCHOOL PRINCIPAL FUND	3,002.22	89.20	20,294.62	103.34	15,474.09	7,822.75	6,545.19	1,277.56
018-981D	WHS: DOLLARS FOR DENIM PAY IT FORWARD	1,134.06	0.00	2,303.95	2,000.00	2,000.00	1,438.01	0.00	1,438.01
018-981H	HIGH SCHOOL PRINCIPAL'S FUND	3,605.20	544.60	23,057.40	2,177.78	22,209.82	4,452.78	7,871.53	(3,418.75)
		$ 67,344.65	**$ 6,143.20**	**$ 159,170.61**	**$ 6,693.87**	**$ 128,481.91**	**$ 98,033.35**	**$ 67,771.65**	**$ 30,261.70**
Fund:	**019**								
019-0000	MHJ GRANT: S KURT MATH WHS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9006	MEDINA CTY SHARE CLUSTER (B.BEAL)	0.00	0.00	10,277.67	195.00	2,875.54	7,402.13	0.00	7,402.13
019-9007	MED CTY CRISES RESPONSE TEAM (B.BEAL)	0.00	0.00	16,628.83	0.00	5,111.29	11,517.54	0.00	11,517.54
019-9008	MCDAC GRANT FY 2008	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9010	MCDAC GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9012	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9016	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9017	TECH PREP: NURSING - EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9018	TECH PREP: FIRE/EMT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

WADSWORTH CITY SCHOOL DISTRICT

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Full Account Code	Description	Initial Cash	MTD Received	FYTD Received	MTD Expended	FYTD Expended	Fund Balance	Encumbrance	Unencumbered Balance
019-9019	TECH PREP: NURSING PICNIC / OTHER PICNIC	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
019-901G	WGCF: MINDFUL MUSIC CLOONON 2019	850.00	0.00	0.00	0.00	0.00	850.00	850.00	0.00
019-9020	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9024	TECH PREP: FIRE, ATH/HLTH TRAINING, NURSING	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-902G	WGCF: WORKBENCH/TOOLKIT CROOKES 2019	114.52	0.00	0.00	0.00	109.86	4.66	4.66	0.00
019-903G	WGCF: GRAPH CALC WHS MATH 2019	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-904G	WGCF: SUMMER READING SCHMELTZER 2019	1,820.00	0.00	0.00	0.00	1,433.15	386.85	0.00	386.85
019-905G	WGCF: FLEX SEATNG LINN 2019	1,000.00	0.00	0.00	0.00	936.34	63.66	0.00	63.66
019-906G	WGCF: 3M GRANT STEM CLUB FRANKLIN	0.00	0.00	6,500.00	0.00	0.00	6,500.00	0.00	6,500.00
019-907G	WGCF: WELL BEING STUDIO GUNN ISHAM 2020	0.00	0.00	3,500.00	0.00	2,904.19	595.81	1,053.42	(457.61)
019-908G	WGCF: SENSORY ROOM WILSON 2020	0.00	0.00	2,500.00	0.00	2,469.00	31.00	0.00	31.00
019-9090	DOLLAR GENERAL SUMMER READING GRANT 2019	2,000.00	0.00	0.00	0.00	1,990.65	9.35	0.00	9.35
019-9091	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9092	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9093	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9094	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9097	MCDAC GRANT FY 97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9098	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-909G	WGCF: STEAM VV LIBRARY OWENS VV 2020	0.00	0.00	2,487.89	0.00	0.00	2,487.89	2,487.65	0.24
019-9101	MHJ GRANT: C JOHNSON READING STRATEGIES THAT	349.22	0.00	0.00	0.00	0.00	349.22	0.00	349.22
019-9102	MHJ GRANT: TITUS READING GRANT FY15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9103	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9104	GPD STEM GRANT: JESSICA CHADA FRANKLIN	1,000.00	0.00	0.00	0.00	1,001.37	(1.37)	23.20	(24.57)
019-9105	MHJ GRANT: 7 MINDSETS PD 5-8 GRANT	0.00	0.00	12,500.00	0.00	12,500.00	0.00	0.00	0.00
019-9106	LUKE ENG GRANT: MAKERS SPACE V.V.	3,845.49	0.00	0.00	0.00	2,017.41	1,828.08	319.99	1,508.09
019-9107	MHJ GRANT: STEM CAMP	0.00	0.00	12,119.22	0.00	12,119.22	0.00	0.00	0.00
019-9108	STEM CAMP LOCAL GRANTS / DONATIONS	14,401.00	0.00	6,120.74	0.00	20,521.74	0.00	0.00	0.00
019-9109	STEM CLB GRATN ALCOLA FY2017	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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019-910G	WGCF: ROBOTICS CAMP SHALALA 2020	$ 0.00	$ 0.00	$ 2,250.00	$ 0.00	$ 0.00	$ 2,250.00	$ 0.00	$ 2,250.00
019-9110	PIZZA HUT BOOK IT GRANT: E PETIT (2017)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9111	FOOD SERVICE: AMERICAN DAIRY ASSOC GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9114	BELIEVE IN OHIO GRANT WHS (FY2016)	418.44	0.00	0.00	0.00	292.60	125.84	242.99	(117.15)
019-911G	WGCF: LIBRARY CLAYPOOL LINCOLN 2020	0.00	0.00	1,913.41	0.00	1,885.61	27.80	0.00	27.80
019-912G	WGCF: ELA BOOKS L.SMITH WHS 2020	0.00	0.00	1,000.00	0.00	1,134.74	(134.74)	0.00	(134.74)
019-9131	DEPARTMENT OF NATURAL RESOURCE - GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-913G	WGCF: WMS COURTYARD P JURY WMS 2020	0.00	0.00	1,000.00	0.00	0.00	1,000.00	1,000.00	0.00
019-914G	WGCF: GRIZZLY GRP MENTORING GOOD WHS 2020	0.00	0.00	500.00	0.00	0.00	500.00	0.00	500.00
019-918M	MCDAC GRANT FY 18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9191	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9192	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9198	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9199	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-919M	MCDAC GRANT FY 2019	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9201	TECH PREP: MARKETING BARBERTON	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9202	SPECIAL ED WORKFORCE: SCHROCK FY 2012	1,810.68	0.00	0.00	0.00	1,201.93	608.75	0.00	608.75
019-9203	MHJ GRANT: 6+1 TRAITS BENNETT/JOHNSON	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9204	MHJ GRANT: POWER READING CROOKES -FRANKLIN	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9225	WMS CLINICAL RM ECOSYSTEM GRANT P. JUREY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9226	GPD GRANT: V.V SENSORY ROOM - HASSINGER 2019	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9299	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9301	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9302	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9303	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9304	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9305	TECH PREP: MARKETING	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9306	GENE HAAS: FOUNDATION CAREER TECH SCHOLARSHIP	600.00	0.00	0.00	0.00	0.00	600.00	0.00	600.00
019-9307	HAAS FOUNDATION PD GRANT (FY20)	0.00	0.00	5,000.00	0.00	3,251.18	1,748.82	461.09	1,287.73
019-9308	ISHAM WEATHER CLINICAL	960.29	0.00	0.00	0.00	960.00	0.29	0.00	0.29

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	RESEARCH GRANT								
019-9401	MHJ GRANT: SCHMELTZER LITERATURE FY 14	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
019-9402	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9403	SME PRIME: SCHOOL GRANT	19,546.54	0.00	0.00	0.00	0.00	19,546.54	3,235.72	16,310.82
019-9404	TECH PREP: NETWORKING TECHNOLOGY	583.52	0.00	0.00	0.00	549.16	34.36	0.00	34.36
019-9405	TECH PREP: BUSINESS TECH	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9406	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9407	TECH PREP: ATHLETIC, HEALTH CARE GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9408	TECH PREP: ADVANCEMENT TO NURSING GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9501	WMS PRINCIPALS GROUP: JACKSON	1,012.40	0.00	1,350.00	0.00	745.59	1,616.81	1,599.71	17.10
019-9502	SAFE ROUTE TO SCHOOLS GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9503	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9504	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9505	WADSWORTH SCHOOLS: 135TH FY 2006 (1870)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9506	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9507	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9508	TECH PREP: FIRE/EMT-CRIM. JUSTICE (BARB.)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9509	HEALTH EDUC. MINI GRANT (C.COLLINS) WELLNESS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9601	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9602	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9603	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9604	TECH PREP: FY06 AUTOMOTIVE TECH PREP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9605	TECH PREP: FY06 WEB PROGRAMING TECH PREP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9606	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9607	CAMP CAN DO: S SCHROCK SUMMER 2007	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9701	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9702	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9703	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-976I	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-977L	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-978O	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9801	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9802	TECH PREP: MARKETING ALL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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	SCHOOLS								
019-9803	TECH PREP: MARKETING - BARBERTON	$ 4,000.00	$ 0.00	$ 0.00	$ 0.00	$ 2,106.66	$ 1,893.34	$ 450.00	$ 1,443.34
019-9804	WMS: CARE TEAM AFTER SCHOOL PROGRAM	(141.12)	0.00	0.00	0.00	5,090.51	(5,231.63)	2,909.49	(8,141.12)
019-9805	ODNR FISHING CLUB GRANT (SHIARLA)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9806	TECH PREP: FY08 MARKETING WADSWORTH	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9807	TECH PREP: FY08 MARKETING COPLEY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9808	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9809	TECH PREP: FY08 TEACHER AID PROGRAM	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9810	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9811	TECH PREP: IT CISCO GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9812	TECH PREP: MARKETING (WADS / NORT / COP)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9813	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-981H	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9901	TECH PREP: FY09 J VANKIRK COMPUTER TRAINING	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9902	TECH PREP: COMPASS TESTING - TRANSPORTATION	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9903	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9904	OHIO DEVELOPMENT DISABILITIES COUNCIL-SAYRE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9905	LOWES GRANT--VALLEY VIEW	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
019-9906	OTHER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 54,170.98	**$ 0.00**	**$ 85,647.76**	**$ 195.00**	**$ 83,207.74**	**$ 56,611.00**	**$ 14,637.92**	**$ 41,973.08**
Fund:	**020**								
020-0000	BEAR CUB ACADEMY	67,684.28	0.00	178,526.36	27,426.62	230,906.42	15,304.22	18,211.12	(2,906.90)
		$ 67,684.28	**$ 0.00**	**$ 178,526.36**	**$ 27,426.62**	**$ 230,906.42**	**$ 15,304.22**	**$ 18,211.12**	**$ (2,906.90)**
Fund:	**022**								
022-0000	C.I./A.I.M.S PROJECT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
022-901H	JOHN AUL MEMORIAL	61.99	0.00	0.00	0.00	0.00	61.99	0.00	61.99
022-9090	L & J FUND ORIGINAL CONTRIBUTIONS	13,168.49	0.00	9,000.00	0.00	6,216.00	15,952.49	215.00	15,737.49
022-9091	L & J FUND: FIELD TRIP FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
022-9512	OHSAA TOURNAMENT: BOYS BASKETBALL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
022-9513	OHSAA TOURNAMENT: BOYS SOCCER	0.00	0.00	678.00	0.00	642.53	35.47	342.00	(306.53)
022-9516	OHSAA TOURNAMENT: FOOTBALL	0.00	0.00	14,447.00	0.00	14,291.93	155.07	4,514.24	(4,359.17)
022-9517	OHSAA TOURNAMENT: BOYS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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	LACROSSE								
022-9528	OHSAA TOURNAMENT: WRESTLING	$ 0.00	$ 0.00	$ 7,645.75	$ 0.00	$ 7,489.84	$ 155.91	$ 1,173.25	$ (1,017.34)
022-9532	OHSAA TOURNAMENT: GIRLS BASKETBALL	0.00	0.00	0.00	0.00	1,035.57	(1,035.57)	10.00	(1,045.57)
022-9533	OHSAA TOURNAMENT: GIRLS SOCCER	0.00	0.00	1,063.00	0.00	0.00	1,063.00	0.00	1,063.00
022-9534	OHSAA TOURNAMENT: SOFTBALL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
022-9536	OHSAA TOURNAMENT: GIRLS LACROSSE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
022-974C	L&J FUND CIS FIELDTRIPS	828.43	0.00	10,000.00	0.00	0.00	10,828.43	0.00	10,828.43
022-975F	L&J FUND FRANKLIN FIELDTRIPS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
022-976I	L&J FUND ISHAM FIELDTRIPS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
022-977L	L&J FUND LINCOLN FIELDTRIPS	3,045.24	0.00	0.00	0.00	0.00	3,045.24	1,600.00	1,445.24
022-978O	L&J FUND OVERLOOK FIELDTRIPS	673.79	0.00	0.00	0.00	0.00	673.79	450.00	223.79
022-979V	L&J FUND VALLEY VIEW FIELDTRIPS	3,658.21	0.00	0.00	0.00	1,958.13	1,700.08	193.60	1,506.48
		$ 21,436.15	**$ 0.00**	**$ 42,833.75**	**$ 0.00**	**$ 31,634.00**	**$ 32,635.90**	**$ 8,498.09**	**$ 24,137.81**
Fund:	**024**								
024-0000	WCSD EMPLOYEE BENEFITS INSURANCE FUND	38,736.11	26,890.18	245,398.51	24,315.02	241,788.09	42,346.53	72,518.49	(30,171.96)
		$ 38,736.11	**$ 26,890.18**	**$ 245,398.51**	**$ 24,315.02**	**$ 241,788.09**	**$ 42,346.53**	**$ 72,518.49**	**$ (30,171.96)**
Fund:	**025**								
025-9096	COMPUTER NETWORK CLASS 'A'SIT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**029**								
029-0000	FRANK H. CLOSE SCHOLARSHIP FUND	189.09	0.00	0.00	0.00	0.00	189.09	0.00	189.09
029-9001	BERNADINE H. KOVALCHIN SCHOLARSHIP FUND	33,848.60	0.00	0.00	1,500.00	1,500.00	32,348.60	4,500.00	27,848.60
029-9002	MARK SCHERBA MEMORIAL SCHOLARSHIP	1.66	0.00	0.00	0.00	0.00	1.66	0.00	1.66
029-9003	EDUCATION FOUNDATION FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
029-9004	EDUCATION FOUNDATION FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
029-9005	KAHL, WILLIAM SR AND RUTH WHS SCHOLARSHIP	15,750.07	0.00	0.00	4,000.00	2,350.00	13,400.07	1,132.00	12,268.07
029-9006	MACKEY SCHOLARSHIP	21,445.64	0.00	0.00	1,200.00	1,200.00	20,245.64	0.00	20,245.64
029-9007	DANIEL VAN AUKEN SCHOLARSHIP FUND	24,077.83	0.00	0.00	0.00	919.54	23,158.29	201.54	22,956.75
029-9008	DAVID SLADKY SCHOLARSHIP	7,284.17	0.00	0.00	2,000.00	2,000.00	5,284.17	0.00	5,284.17

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	FUND								
029-9009	GEORGE ZITO SCHOLARSHIP	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
029-917H	EDUCATION FOUNDATION FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 102,597.06	**$ 0.00**	**$ 0.00**	**$ 8,700.00**	**$ 7,969.54**	**$ 94,627.52**	**$ 5,833.54**	**$ 88,793.98**
Fund:	**034**								
034-0000	CLASSROOM FACILITIES MAINTENANCE FUND	2,393,013.92	340,783.00	340,783.00	0.00	297,861.65	2,435,935.27	32,145.00	2,403,790.27
		$ 2,393,013.92	**$ 340,783.00**	**$ 340,783.00**	**$ 0.00**	**$ 297,861.65**	**$ 2,435,935.27**	**$ 32,145.00**	**$ 2,403,790.27**
Fund:	**071**								
071-0000	SALES TAX: PERM. IMPROVEMENTS FUND	2,403,018.49	(340,783.00)	2,032,937.42	0.00	1,307,061.05	3,128,894.86	647,314.02	2,481,580.84
		$ 2,403,018.49	**$ (340,783.00)**	**$ 2,032,937.42**	**$ 0.00**	**$ 1,307,061.05**	**$ 3,128,894.86**	**$ 647,314.02**	**$ 2,481,580.84**
Fund:	**200**								
200-900W	CLASS OF 2000	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-901W	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-902H	GRIZZLY RPG CLUB (ROLL PLAYING GAME)	0.00	0.00	421.00	0.00	290.50	130.50	159.50	(29.00)
200-902W	CLASS OF 2002	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-903H	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-903W	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-904H	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-904W	CLASS OF 2004	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-905W	CLASS OF 2005	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-906H	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-906W	CLASS OF 2006	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-907H	WEB PROGRAMMING AND DESIGN	249.86	0.00	0.00	0.00	0.00	249.86	0.00	249.86
200-907W	CLASS OF 2007	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-908H	ROTARY INTER-ACT: YOUTH ROTARY CLUB	70.99	0.00	0.00	0.00	0.00	70.99	65.00	5.99
200-908W	CLASS OF 2008	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-909H	CADD STUDENT ACTIVTY ACCOUNT	(325.84)	0.00	0.00	0.00	0.00	(325.84)	0.00	(325.84)
200-909W	CLASS OF 2009	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-910H	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-910W	CLASS OF 2010	215.44	0.00	0.00	0.00	0.00	215.44	0.00	215.44
200-911H	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-911W	CLASS OF 2011	20.00	0.00	0.00	0.00	0.00	20.00	0.00	20.00
200-912H	FRENCH CLUB	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-912W	CLASS OF 2012	20.00	0.00	0.00	0.00	0.00	20.00	0.00	20.00
200-913A	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-913B	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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200-913C	STUDENT MANAGED ACTIVITY	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
200-913D	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-913W	CLASS OF 2013	156.48	0.00	0.00	0.00	0.00	156.48	0.00	156.48
200-914C	ROOTS AND SHOOTS CENTRAL INTERMEDIATE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-914H	S.A.D.D. WADSWORTH HIGH SCHOOL	(192.38)	0.00	0.00	0.00	0.00	(192.38)	0.00	(192.38)
200-914M	TAGG - WADSWORTH MIDDLE SCHOOL	763.93	0.00	0.00	0.00	0.00	763.93	0.00	763.93
200-914W	CLASS OF 2014:	122.04	0.00	0.00	0.00	0.00	122.04	0.00	122.04
200-915H	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-915W	CLASS OF 2015	198.07	0.00	0.00	0.00	0.00	198.07	0.00	198.07
200-916H	LATIN CLUB	2.60	0.00	0.00	0.00	0.00	2.60	0.00	2.60
200-916W	CLASS OF 2016	(1,368.72)	0.00	0.00	0.00	0.00	(1,368.72)	0.00	(1,368.72)
200-917H	H.S. SCIENCE CLUB	309.68	0.00	0.00	20.16	359.66	(49.98)	0.00	(49.98)
200-917W	CLASS OF 2017	1,934.44	0.00	0.00	0.00	0.00	1,934.44	0.00	1,934.44
200-918H	ACADEMIC CHALLENGE	1,961.83	0.00	0.00	0.00	0.00	1,961.83	0.00	1,961.83
200-918W	CLASS OF 2018	1,669.08	0.00	0.00	0.00	0.00	1,669.08	0.00	1,669.08
200-919H	SPEECH AND DEBATE TEAM	337.38	0.00	15,272.47	275.00	11,467.98	4,141.87	10,354.63	(6,212.76)
200-919W	CLASS OF 2019	3,195.57	0.00	0.00	0.00	0.00	3,195.57	28.00	3,167.57
200-920H	N. H. S.	798.65	0.00	1,462.50	0.00	1,080.44	1,180.71	0.00	1,180.71
200-920W	CLASS OF 2020	3,661.75	2,673.00	8,859.50	0.00	800.00	11,721.25	13,215.00	(1,493.75)
200-921H	F.C.C.L.A.	1,010.21	0.00	0.00	0.00	0.00	1,010.21	0.00	1,010.21
200-921W	CLASS OF 2021	576.87	0.00	0.00	0.00	0.00	576.87	0.00	576.87
200-922H	PEP CLUB	272.63	0.00	0.00	0.00	0.00	272.63	0.00	272.63
200-922W	CLASS OF 2022	1,370.38	0.00	0.00	0.00	0.00	1,370.38	0.00	1,370.38
200-923H	INTERNATIONAL CLUB (FOREIGN LANGUAGES)	5,236.30	0.00	2,034.00	0.00	2,367.98	4,902.32	609.56	4,292.76
200-923W	CLASS OF 2023	770.42	0.00	59.00	0.00	0.00	829.42	0.00	829.42
200-924C	CENTRAL INTERMEDIATE STUDENT COUNCIL	1,515.71	0.00	3,137.80	503.05	3,259.52	1,393.99	678.96	715.03
200-924H	STUDENT COUNCIL	13,191.33	0.00	18,726.00	1,667.50	16,717.68	15,199.65	14,356.96	842.69
200-924I	ISHAM STUDENT COUNCIL	544.79	0.00	0.00	0.00	325.00	219.79	0.00	219.79
200-924M	WADSWORTH MIDDLE STUDENT COUNCIL	685.26	(100.00)	474.00	398.00	939.86	219.40	96.00	123.40
200-924W	CLASS OF 2024	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-925H	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-925W	CLASS OF 2025	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-926H	D. E. C. A.	5,974.54	0.00	5,975.50	0.00	4,922.75	7,027.29	12,511.87	(5,484.58)
200-927H	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-928H	C.B.I.P.	179.82	0.00	0.00	0.00	0.00	179.82	0.00	179.82
200-929H	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-930H	GRIZZLY GRIND COFFEE CLUB	482.45	0.00	1,214.00	0.00	925.27	771.18	2,149.48	(1,378.30)

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200-931H	MEDIA COMMUNICATIONS WHS	$ 566.76	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 566.76	$ 0.00	$ 566.76
200-932H	WHS SPECRUM CLUB	0.00	0.00	40.00	0.00	0.00	40.00	0.00	40.00
200-932S	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-933H	TEACHER AIDES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-934H	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-935H	GRIZZLY LEADER ACADEMY (WHS)	0.00	0.00	1,268.00	0.00	0.00	1,268.00	0.00	1,268.00
200-936H	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-941H	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-945H	AUTOMOTIVES	1,117.87	0.00	1,273.22	0.00	533.00	1,858.09	79.00	1,779.09
200-946H	CARPENTRY	2,657.32	0.00	0.00	0.00	593.00	2,064.32	388.50	1,675.82
200-947H	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-948H	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-9512	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-951C	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-952C	MIDDLE SCHOOL DRAMA/ MUSICAL CLUB	11,373.71	0.00	10,268.00	0.00	13,953.73	7,687.98	2,182.80	5,505.18
200-953C	MIDDLE SCHOOL USERVE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-988H	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-993H	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-994H	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-995H	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-996H	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-997H	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-998H	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
200-999H	STUDENT MANAGED ACTIVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 61,327.22	**$ 2,573.00**	**$ 70,484.99**	**$ 2,863.71**	**$ 58,536.37**	**$ 73,275.84**	**$ 56,875.26**	**$ 16,400.58**
Fund:	**300**								
300-0000	WHS ATHLETICS	(19,961.67)	825.00	172,726.68	777.09	161,654.45	(8,889.44)	60,403.11	(69,292.55)
300-900A	WHS ATHLETICS: BENEFIT GAMES/COMM SERVICE	0.95	0.00	7,662.31	0.00	7,637.31	25.95	500.00	(474.05)
300-900C	WMS ATHLETICS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
300-900H	WHS BAND UNIFORM REPLACEMENT	2,376.33	5,000.00	10,000.00	0.00	854.00	11,522.33	0.00	11,522.33
300-900R	WHS ATHLETICS-ROTARY	(1,343.20)	0.00	17,070.50	(79.99)	23,928.94	(8,201.64)	15,730.89	(23,932.53)
300-901H	WHS CHOIR ROBE REPLACEMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
300-902H	WHS JOURNALISM / BRUIN FUND	7,744.85	0.00	15,794.60	0.00	13,229.21	10,310.24	6,155.63	4,154.61
300-910H	WHS DRAMA FUND	19,732.30	0.00	15,636.85	3,244.00	27,094.32	8,274.83	9,723.98	(1,449.15)
300-911M	WMS FISHING CLUB	95.42	0.00	0.00	0.00	0.00	95.42	88.06	7.36
300-917H	WHS MUSIC-INSTRUMENTAL	1,128.97	0.00	0.00	0.00	0.00	1,128.97	0.00	1,128.97

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300-918H	WHS MUSIC-VOCAL GENERAL CHOIR	$ 8,747.48	$ 0.00	$ 82,129.00	$ 9,641.96	$ 76,708.56	$ 14,167.92	$ 18,952.74	$ (4,784.82)
300-918M	WMS VOCAL MUSIC STUDENT ACTIVITY ACCOUNT	1,560.52	0.00	52,388.85	14,924.63	47,768.41	6,180.96	950.00	5,230.96
300-918S	WHS SHOW CHOIR	9,858.08	9,605.00	10,587.57	5,228.75	15,078.75	5,366.90	0.00	5,366.90
300-947M	WMS INSTRUMENTAL MUSIC	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
300-948C	WMS VOCAL MUSIC	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
300-950M	ATHLETICS: WMS "CAMP" ACCOUNT ALL SPORTS	310.63	0.00	0.00	0.00	0.00	310.63	0.00	310.63
300-9511	ATHLETIC CAMPS: BASEBALL	2,326.54	1,044.00	2,944.00	0.00	3,897.03	1,373.51	0.00	1,373.51
300-9512	ATHLETIC CAMPS: BOYS BASKETBALL	6,269.02	0.00	14,212.00	0.00	14,876.62	5,604.40	515.03	5,089.37
300-9513	ATHLETIC CAMPS: B SOCCER	312.00	0.00	0.00	0.00	0.00	312.00	0.00	312.00
300-9516	ATHLETIC CAMPS: FOOTBALL	17,107.77	195.00	21,810.00	1,166.20	37,550.36	1,367.41	1,142.77	224.64
300-9523	ATHLETIC CAMPS: CROSS COUNTRY	682.59	0.00	0.00	0.00	0.00	682.59	0.00	682.59
300-9528	ATHLETIC CAMPS: WRESTLING	(2,623.69)	0.00	321.25	0.00	1,531.99	(3,834.43)	2,993.01	(6,827.44)
300-9532	ATHLETIC CAMPS: GIRLS BASKETBALL	20,912.43	0.00	1,048.00	0.00	13,080.57	8,879.86	1,513.00	7,366.86
300-9534	ATHLETIC CAMPS: SOFTBALL CAMP	369.78	0.00	0.00	0.00	0.00	369.78	0.00	369.78
300-9535	ATHLETIC CAMPS: VOLLEYBALL	8,157.81	0.00	651.00	0.00	6,736.34	2,072.47	0.00	2,072.47
300-9544	ATHLETIC CAMPS: GIRLS GOLF FUND	995.00	0.00	0.00	0.00	51.72	943.28	0.00	943.28
300-9546	ATHLETIC CAMPS: GIRLS TENNIS	6,716.57	0.00	0.00	0.00	1,702.51	5,014.06	0.00	5,014.06
300-9552	ATHLETIC CAMPS: BOWLING	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
300-9553	ATHLETIC CAMPS: CHERLEADING	13,529.25	0.00	4,046.00	0.00	10,132.39	7,442.86	660.55	6,782.31
300-9555	ATHLETIC CAMPS: WMS CHEER	2,503.46	0.00	0.00	0.00	0.00	2,503.46	0.00	2,503.46
300-988H	WHS YEARBOOK/WHISPERER FUND	20,541.51	0.00	6,588.60	687.21	9,109.08	18,021.03	2,222.44	15,798.59
		$ 128,050.70	**$ 16,669.00**	**$ 435,617.21**	**$ 35,589.85**	**$ 472,622.56**	**$ 91,045.35**	**$ 121,551.21**	**$ (30,505.86)**
Fund:	**401**								
401-9000	AUXILIARY SERVICES (SACRED HEART)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
401-9001	AUXILARY SERVICES (SACRED HEART)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
401-9004	AUXILIARY SERVICES - SACRED HEART	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
401-9005	AUX SERVICE: SACRED HEART FY05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
401-9006	AUXILIARY SERV	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
401-9009	AUX SERV SAC HEART	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
401-9019	AUX SERVICES FY19: SACRED	16,267.86	0.00	0.00	0.00	15,837.14	430.72	0.00	430.72

WADSWORTH CITY SCHOOL DISTRICT

Cash Summary Report

Full Account Code	Description	Initial Cash	MTD Received	FYTD Received	MTD Expended	FYTD Expended	Fund Balance	Encumbrance	Unencumbered Balance
	HEART								
401-9020	AUX SERVICES FY 2020 SACRED HEART	$ 0.00	$ 0.00	$ 230,960.00	$ 13,394.25	$ 187,052.25	$ 43,907.75	$ 20,896.40	$ 23,011.35
401-9089	AUXILIARY SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
401-9090	AUXILIARY SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
401-9092	AUXILIARY SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
401-9093	AUXILIARY SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
401-9098	AUXILIARY SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
401-9107	AUXILIARY SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
401-9108	AUXILIARY SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
401-9109	AUXILIARY SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 16,267.86	**$ 0.00**	**$ 230,960.00**	**$ 13,394.25**	**$ 202,889.39**	**$ 44,338.47**	**$ 20,896.40**	**$ 23,442.07**
Fund:	**402**								
402-9090		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
402-9091		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
402-9092		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
402-9093		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
402-9094		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
402-9095		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
402-9190		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**409**								
409-9097		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
409-9098		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**412**								
412-9092		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
412-9093		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**416**								
416-9089	TEACHER DEVELOPMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
416-9090	TEACHER DEVELOPMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
416-9091	TEACHER DEVELOPMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
416-9096	PROFESSIONAL DEVELOPMENT BLOCK GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**420**								
420-0000		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**422**								
422-9089		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
422-9090		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

WADSWORTH CITY SCHOOL DISTRICT

Cash Summary Report

Full Account Code	Description	Initial Cash	MTD Received	FYTD Received	MTD Expended	FYTD Expended	Fund Balance	Encumbrance	Unencumbered Balance
422-9091		$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
422-9189		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
422-9190		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
422-9285		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
422-9488		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**425**								
425-9000		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
425-9099		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**432**								
432-9090	EMIS SUBSIDY OHIO DEPT OF EDUCATION	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**440**								
440-0000	ENTRY YEAR PROGRAMS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**447**								
447-9092		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
447-9094		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
447-9095		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**450**								
450-9000	SCHOOLNET EQUIP/INFRASTRUCTURE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
450-9001	SCHOOLNET EQUIP/INFRASTRUCTURE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
450-9003	SCHOOLNET EQUIP/INFRASTRUCTURE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
450-9005	SCHOOLNET EQUIP/INFRASTRUCTURE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
450-9098	SCHOOLNET EQUIP/INFRASTRUCTURE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
450-9101	SCHOOLNET EQUIP/INFRASTRUCTURE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**451**								
451-0000	DATA COMMUNICATION FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
451-9002	DATA COMMUNICATION FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
451-9003	DATA COMMUNICATION FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
451-9004	DATA COMMUNICATION FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
451-9006	ONE NET K-12 NETWORK SUBSIDY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
451-9007	DATA COMMUNICATION FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

WADSWORTH CITY SCHOOL DISTRICT

Cash Summary Report

Full Account Code	Description	Initial Cash	MTD Received	FYTD Received	MTD Expended	FYTD Expended	Fund Balance	Encumbrance	Unencumbered Balance
451-9008	DATA COMMUNICATION FUND	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
451-9009	DATA COMMUNICATION FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
451-9010	DATA COMMUNICATION FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
451-9019	ONENET: FY19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
451-9020	ONE NET FY 2020	0.00	0.00	14,400.00	0.00	0.00	14,400.00	0.00	14,400.00
		$ 0.00	**$ 0.00**	**$ 14,400.00**	**$ 0.00**	**$ 0.00**	**$ 14,400.00**	**$ 0.00**	**$ 14,400.00**
Fund:	**452**								
452-0000	SCHOOLNET PROFESSIONAL DEVELOPMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
452-9002	SCHOOLNET PROFESS. DEVELOPMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
452-9004	SCHOOLNET PROFESS. DEVELOPMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
452-9005	SCHOOLNET PROFESS. DEVELOPMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
452-9006	SCHOOLNET PROFESS. DEVELOPMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
452-9007	SCHOOLNET PROFESS. DEVELOPMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**455**								
455-0000		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
455-9098		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
455-9099		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**459**								
459-9004	OHIOREADS VOL COORDINATOR GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
459-9005	OHIOREADS VOL COORDINATOR GRANT FY 05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
459-9006	OHIOREADS VOL COORDINATOR GRANT OV,IS,LN,VV	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
459-9007	OHIOREADS VOL COOR GRANT: FY 07 OV,LN,FR,VVIS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
459-9105	OHIOREADS GRANT: FY 05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
459-9750	OHIOREADS VOLUNTEER - FRANKLIN	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
459-9752	OHIOREADS CLASSROOM FRANKLIN	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
459-9755	OHIOREADS GRANT FRANKLIN	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
459-975F	OHIOREADS - FRANKLIN	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
459-9760	OHIOREADS VOLUNTEER - ISHAM	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
459-9762	OHIOREADS - ISHAM	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
459-9765	OHIOREADS GRANT ISHAM	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

WADSWORTH CITY SCHOOL DISTRICT

Cash Summary Report

Full Account Code	Description	Initial Cash	MTD Received	FYTD Received	MTD Expended	FYTD Expended	Fund Balance	Encumbrance	Unencumbered Balance
459-976I	OHIOREADS GRANT ISHAM	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
459-976O	OHIO READS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
459-977L	OHIO READS LINCOLN	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
459-9782	OHIOREADS OVERLOOK	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
459-9785	OHIO READS GRANT OVERLOOK	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
459-978O	OHIO READS OVERLOOK VOLUNTEER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**460**								
460-9001	SUMMER INTERVENTION	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
460-9004	STUDENT INTERVENTION GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
460-9005	STUDENT INTERVENTION GRANT:	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**461**								
461-9000	VOCATIONAL EDUC. ENHANCEMENTS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
461-9004	CAREER DEVELOPMENT (4-CITIES COMPACT)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
461-9005	CAREER DEVELOPMENT (4-CITIES COMPACT)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
461-9105	VOCATIONAL EDUC. ENHANCEMENTS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
461-9106	VOCATIONAL EDUC. ENHANCEMENTS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
461-9107	VOCATIONAL EDUC. ENHANCEMENTS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
461-9108	VOCATIONAL EDUC. ENHANCEMENTS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**467**								
467-9020	STUDENT WELLNESS & SUCCESS FUNDS STATE AIDE	0.00	0.00	99,911.04	22,839.29	122,347.27	(22,436.23)	0.00	(22,436.23)
		$ 0.00	**$ 0.00**	**$ 99,911.04**	**$ 22,839.29**	**$ 122,347.27**	**$ (22,436.23)**	**$ 0.00**	**$ (22,436.23)**
Fund:	**499**								
499-9000	MISCELLANEOUS STATE GRANT FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
499-9003	CONFLICT MANAGEMENT GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
499-9007	MISCELLANEOUS STATE GRANT FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
499-9016	OHIO CAREER COUNSELING GRANT (COMPACT)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
499-9017	OHIO CAREER COUNSELING GRANT: FY2017	23,631.21	0.00	0.00	0.00	30.99	23,600.22	3,825.13	19,775.09

WADSWORTH CITY SCHOOL DISTRICT

Cash Summary Report

Full Account Code	Description	Initial Cash	MTD Received	FYTD Received	MTD Expended	FYTD Expended	Fund Balance	Encumbrance	Unencumbered Balance
499-9018	SECONDARY TRANSITION STUDENT W/ DISABILITIES	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
499-9099	LEAD SCHOOL GRANT - VOCATIONAL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
499-9116	SCHOOL PSYCH INTERN GRANT FY 16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
499-919C	OH SCHOOL SAFETY GRANT: 4 CITIES FY19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
499-919W	OH SCHOOL SAFETY GRANT: WADSWORTH CSD FY19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
499-9200	MISCELLANEOUS STATE GRANT FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
499-920W	OHIO SCHOOL SAFETY GRANT: WADSWORTH CSD FY20	0.00	0.00	20,487.25	0.00	11,800.00	8,687.25	2,900.00	5,787.25
499-9300	CONFLICT MANAGEMENT GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
499-9303	MISCELLANEOUS STATE GRANT FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 23,631.21	**$ 0.00**	**$ 20,487.25**	**$ 0.00**	**$ 11,830.99**	**$ 32,287.47**	**$ 6,725.13**	**$ 25,562.34**
Fund:	**504**								
504-0000		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
504-9012	EDUCATION JOBS BILL GRANT FY 2012	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**506**								
506-0000	RACE TO THE TOP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
506-9000	RttT: OILA GRANT OVERLOOK FY 2014	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
506-9013	RACE TO THE TOP:RESIDENT EDUCATOR REIMB.	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
506-9014	RACE TO THE TOP: RESIDENT EDUC. FUNDS FY14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**514**								
514-9000		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
514-9001		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
514-9002		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
514-9089		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
514-9090		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
514-9091		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
514-9092		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
514-9093		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
514-9097		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
514-9098		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
514-9198		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

WADSWORTH CITY SCHOOL DISTRICT

Cash Summary Report

Full Account Code	Description	Initial Cash	MTD Received	FYTD Received	MTD Expended	FYTD Expended	Fund Balance	Encumbrance	Unencumbered Balance
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**516**								
516-0000	IDEA-B FED GRANT	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
516-9002	TITLE VI B FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
516-9005	ACCESS GRANT @ CIS/WMS: FED	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
516-9006	ACCESS GRANT @ CIS/WMS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
516-9010	IDEA-B FED GRANT (NON STIMULUS)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
516-9019	IDEA-B FED GRANT FY 2019	14,704.78	0.00	189,609.09	0.00	204,313.87	0.00	0.00	0.00
516-9020	IDEA-B FED GRANT FY 2020	0.00	0.00	311,225.62	102,111.13	713,627.17	(402,401.55)	14,190.95	(416,592.50)
516-9088	IDEA PART B GRANTS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
516-9089	IDEA PART B GRANTS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
516-9090	IDEA PART B GRANTS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
516-9091	IDEA PART B GRANTS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
516-9093	IDEA PART B GRANTS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
516-9098	TITLE VI B FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
516-919R	IDEA-B RESTORATION GRANT FY2019	(10,920.78)	0.00	33,194.97	0.00	22,274.19	0.00	0.00	0.00
516-920R	IDEA-B RESTORATION GRANT FY2020	0.00	0.00	32,456.75	16,094.16	89,761.91	(57,305.16)	0.00	(57,305.16)
516-932N	STIMULUS IDEA-B: FY 2010	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
516-932O	STIMULUS IDEA-B: FY 2011	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 3,784.00	**$ 0.00**	**$ 566,486.43**	**$ 118,205.29**	**$ 1,029,977.14**	**$ (459,706.71)**	**$ 14,190.95**	**$ (473,897.66)**
Fund:	**524**								
524-0000	VOC ED: CARL D. PERKINS - 1984	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
524-9008	CARL PERKINS (4-CITIES COMPACT)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
524-9019	CARL PERKINS: FY 2019	0.00	0.00	77,905.46	0.00	77,905.46	0.00	0.00	0.00
524-9020	CARL PERKINS FY 2020	0.00	0.00	62,138.17	18,850.74	132,118.27	(69,980.10)	0.00	(69,980.10)
524-9089	VOC ED: CARL D. PERKINS - 1984	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
524-9090	VOC ED: CARL D. PERKINS - 1984	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
524-9091	VOC ED: CARL D. PERKINS - 1984	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
524-9092	VOC ED: CARL D. PERKINS - 1984	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
524-9093	VOC ED: CARL D. PERKINS - 1984	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
524-9094	VOC ED: CARL D. PERKINS - 1984	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
524-9097	VOC ED: CARL D. PERKINS - 1984	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

WADSWORTH CITY SCHOOL DISTRICT

Cash Summary Report

Full Account Code	Description	Initial Cash	MTD Received	FYTD Received	MTD Expended	FYTD Expended	Fund Balance	Encumbrance	Unencumbered Balance
524-9098	VOC ED: CARL D. PERKINS - 1984	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
524-9106	VOC ED: CARL D. PERKINS - 1984	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
524-9190	VOC ED: CARL D. PERKINS - 1984	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
524-9191	VOC ED: CARL D. PERKINS - 1984	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
524-9195	VOC ED: CARL D. PERKINS - 1984	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
524-9196	VOC ED: CARL D. PERKINS - 1984	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
524-9288	VOC ED: CARL D. PERKINS - 1984	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
524-9291	VOC ED: CARL D. PERKINS - 1984	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
524-9292	VOC ED: CARL D. PERKINS - 1984	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
524-9388	VOC ED: CARL D. PERKINS - 1984	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 140,043.63**	**$ 18,850.74**	**$ 210,023.73**	**$ (69,980.10)**	**$ 0.00**	**$ (69,980.10)**
Fund:	**532**								
532-932N	STATE FISCAL STABILIZATION FUND (FOUNDATION)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
532-932O	STATE FISCAL STABILIZATION: FY 11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**533**								
533-9010	TITLE II D - TECHNOLOGY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
533-9011	II-D TECHNOLOGY GRANT (CCIP) FY 11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
533-9013	TITLE II D - TECHNOLOGY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**572**								
572-0000	TITLE ONE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
572-9019	TITLE ONE FY 2019	0.00	0.00	61,126.93	0.00	61,126.93	0.00	0.00	0.00
572-9020	TITLE I: FY 2020	0.00	0.00	115,691.41	37,365.49	253,825.93	(138,134.52)	0.00	(138,134.52)
572-9089	TITLE I DISADVANTAGED CHILDREN	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
572-9090	TITLE I DISADVANTAGED CHILDREN	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
572-9091	TITLE I DISADVANTAGED CHILDREN	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
572-9092	TITLE I DISADVANTAGED CHILDREN	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
572-9093	TITLE I DISADVANTAGED CHILDREN	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

WADSWORTH CITY SCHOOL DISTRICT

Cash Summary Report

Full Account Code	Description	Initial Cash	MTD Received	FYTD Received	MTD Expended	FYTD Expended	Fund Balance	Encumbrance	Unencumbered Balance
572-9098	TITLE ONE	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
572-9197	TITLE I DISADVANTAGED CHILDREN	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
572-9199	CHAPTER 1 CARRYOVER 95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
572-932N	TITLE I STIMULUS ALLOCATION FY 2010	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
572-932O	TITLE I STIMULUS FY11: DISADV. YOUTH SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 176,818.34**	**$ 37,365.49**	**$ 314,952.86**	**$ (138,134.52)**	**$ 0.00**	**$ (138,134.52)**
Fund:	**573**								
573-0000	TITLE V INNOV	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
573-9001	TITLE VI	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
573-9002	TITLE VI	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
573-9010	TITLE V INNOVATIVE EDUC PGM	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
573-9089	TITLE V INNOVATIVE EDUC PGM	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
573-9090	TITLE V INNOVATIVE EDUC PGM	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
573-9091	TITLE V INNOVATIVE EDUC PGM	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
573-9092	TITLE V INNOVATIVE EDUC PGM	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
573-9093	TITLE V INNOVATIVE EDUC PGM	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
573-9094	TITLE V INNOVATIVE EDUC PGM	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
573-9098	TITLE VI	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
573-9199	TITLE V INNOVATIVE EDUC PGM	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
573-932O	TITLE V INNOVATIVE EDUC PGM	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**584**								
584-0000	SAFE & DRUG FREE GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
584-9002	SAFE & DRUG FREE GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
584-9010	DRUG FREE SCHOOL GRANT FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
584-9089	DRUG FREE SCHOOL GRANT FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
584-9090	DRUG FREE SCHOOL GRANT FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
584-9091	DRUG FREE SCHOOL GRANT FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
584-9092	DRUG FREE SCHOOL GRANT FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
584-9093	DRUG FREE SCHOOL GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

WADSWORTH CITY SCHOOL DISTRICT

Cash Summary Report

Full Account Code	Description	Initial Cash	MTD Received	FYTD Received	MTD Expended	FYTD Expended	Fund Balance	Encumbrance	Unencumbered Balance
	FUND								
584-9094	DRUG FREE SCHOOL GRANT FUND	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
584-9098	SAFE & DRUG FREE GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**585**								
585-9001		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**587**								
587-0000	EARLY CHILDHOOD SPECED, IDEA	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
587-9000	IDEA PRESCHOOL-HANDICAPPED	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
587-9013	PRESCHOOL GRANT FY 2013 ((HANDICAPPED)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
587-9019	EARLY CHILDHOD PRESCHOOL IDEA FY19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
587-9020	EARLY CHILDHOOD SPEC ED IDEA FY 20	0.00	0.00	0.00	0.00	412.36	(412.36)	0.00	(412.36)
587-9098	EHA PRESCHOOL GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
587-919R	IDEA- PRESCHOOL RECOVERY GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
587-920R	IDEA- PRESCHOOL RECOVERY GRANT FY 20	0.00	0.00	3,957.81	2,390.46	13,319.65	(9,361.84)	0.00	(9,361.84)
587-932N	STIMULUS PRESCHOOL: FY10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
587-932O	STIMULUS EARLY CHLD: FY 2011	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 3,957.81**	**$ 2,390.46**	**$ 13,732.01**	**$ (9,774.20)**	**$ 0.00**	**$ (9,774.20)**
Fund:	**588**								
588-0000		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**589**								
589-9001		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 0.00	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**	**$ 0.00**
Fund:	**590**								
590-0000	IMPROVING TEACHER QUALITY TITLE II-A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
590-9002	CLASS REDUCTION GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
590-9013	IMPROVING TEACH QUALITY FY13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
590-9014	IMPROVING TEACHER QUALITY TITLE II-A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
590-9019	TITLE II-A SUPP EFF INST FY 19	3,100.00	0.00	34,777.59	0.00	37,877.59	0.00	0.00	0.00
590-9020	IMPRV. TEAC. QUALITY GRANT FY20	0.00	0.00	0.00	11,940.37	74,616.14	(74,616.14)	63.46	(74,679.60)

WADSWORTH CITY SCHOOL DISTRICT

Cash Summary Report

Full Account Code	Description	Initial Cash	MTD Received	FYTD Received	MTD Expended	FYTD Expended	Fund Balance	Encumbrance	Unencumbered Balance
		$ 3,100.00	**$ 0.00**	**$ 34,777.59**	**$ 11,940.37**	**$ 112,493.73**	**$ (74,616.14)**	**$ 63.46**	**$ (74,679.60)**
Fund:	**599**								
599-9015	HEALTHY CUISINE FOR KIDS FOOD SERV. GRANT	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
599-9016	FOOD SERVICE: TEAM UP FOR SUCCESS GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
599-9019	IV-A STUDENT SUPPORT GRANT FY19	2,077.29	0.00	13,495.21	0.00	15,572.50	0.00	0.00	0.00
599-9020	IV-A STUDENT SUPPORT GRANT FY20	0.00	0.00	0.00	7,243.23	7,243.23	(7,243.23)	6,500.00	(13,743.23)
599-9099	SCHOOL TO WORK/CONTINUOUS IMPORVEMENT GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
599-9102	OHIO LPDC ACTION RESEARCH PRJCT PHASE III	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
599-9122	MISCELLANEOUS FED. GRANT FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
599-9123	MISCELLANEOUS FED. GRANT FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
599-9200	MISCELLANEOUS FED. GRANT FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		$ 2,077.29	**$ 0.00**	**$ 13,495.21**	**$ 7,243.23**	**$ 22,815.73**	**$ (7,243.23)**	**$ 6,500.00**	**$ (13,743.23)**
Grand Total		**$ 34,291,824.18**	**$ $ 3,428,855.46**	**$ 65,466,370.25**	**$ $ 5,316,031.34**	**$ 60,675,504.87**	**$ 39,082,689.56**	**$ $ 5,401,515.40**	**$ 33,681,174.16**