

ARTICLE 33 TEACHER SALARY

A. REGULAR PAY

1. Bargaining unit members' regular salaries, attached hereto, shall be paid in twenty-four (24) equal payments, beginning in September and continuing twice a month, on or about the 5th and 20th of each month. The Treasurer's office, at its determination, may adjust this pay cycle so as to ensure that no employee is paid their salary prior to earning such salary. Any planned adjustments to the pay cycle shall be communicated by the Treasurer's office to all bargaining unit members by June 1 with an adjustment to the payroll cycle to be completed the next fiscal year. All bargaining unit members will be paid via direct deposit at no more than two financial institutions.
2. When a pay day falls on a day the Federal Reserve Bank is closed, bargaining unit members shall be paid on the nearest preceding day the Federal Reserve Bank is open. The Board will provide access to pay stubs electronically.

B. ADDITIONAL PAY

1. The Board shall pay for additional duties as follows:
 - a. Pay for extended service duties shall be divided equally and distributed with the bargaining unit member's regular salary throughout the entire year.
 - b. Pay for supplemental duties shall be by direct deposit no later than November 30 for fall supplemental contracts, March 30 for winter supplemental contracts, and May 30 for spring and yearlong supplemental contracts. If an athletic season or wrap-up activities for that season extend beyond the designated pay date, the treasurer will pay that coaching staff as soon as all responsibilities are complete.
 - c. Any bargaining unit member who chooses to participate in Board approved programs designed to enhance the curriculum or teaching facilities shall deposit all money collected from the students with the Board pursuant to Board policy. Limited remunerations from such programs including goods and services shall be awarded to the bargaining unit member as compensation for administering the program after a period of five (5) years of use of the goods and services by the bargaining unit member at school, if prior notification/approval is received by the administration.

C. TRANSFER OF YEARS OF EXPERIENCE

1.
 - a. A bargaining unit member may transfer previous years of teaching experience accumulated in any public or private charter school and will be placed at the appropriate step on the salary schedule upon verification of such accumulation from the proper agency. (This paragraph does not supersede Article 31 Paragraph 1.)
 - b. Verification should be given to the district treasurer on or before September 1 of the initial year of employment.
 - c. All years of experience in Ohio public schools and up to ten (10) years for any other combination of teaching experience may be transferred. (This paragraph does not supersede Article 31 Paragraph 1.)

D. CONTRIBUTION TO STRS

1. The Board shall pay the full statutorily required employer contribution for each member in the bargaining unit to the State Teacher's Retirement System.
2. The Board shall pick up and pay, on behalf of each member in the bargaining unit, the full statutorily required employee contribution to the State Teacher's Retirement System, so long as the total compensation paid by the Board to and on behalf of each bargaining unit member is not thereby increased. The bargaining unit member's gross salary shall be reduced by the amount of the individual's full statutorily required contribution to STRS and shall be restated accordingly.

3. The amount picked up and paid by the Board shall be the current required contribution of the bargaining unit member to the STRS.
4. The amount so paid on behalf of the bargaining unit member to STRS:
 - a. Shall not be treated as income of the bargaining unit member for federal and state income tax purposes.
 - b. Shall be treated as income of the bargaining unit member for municipal income tax purposes.
 - c. Shall be treated as income of the bargaining unit member for purposes of computing the Board's employer contribution to STRS.
5. No bargaining unit member shall have the option to elect a wage increase or other benefit in lieu of this pickup or to decline this pickup. Each bargaining unit member is responsible for taking this pickup into account, along with other tax-sheltering plans, for purposes of complying with tax law requirements.

E. BASE SALARY / INDEX / SALARY PLACEMENT

1. The appropriate index schedule included herein shall be used to calculate the salary schedules for each year of this Agreement.
2.
 - a. Effective July 1, 2026, the base salary (Bachelors Column, Step 0) shall be \$41,000. During the 2026-2027 school year, in addition to each member's base salary, each bargaining unit member who is employed from the first contracted work day through May 5, 2027 and having taken thirty-one (31) days or less in unpaid leave, will receive a one-time payment of \$500.00. The payment will be included in the May 20, 2027 salary payment.
 - b.
 - (1) Bargaining unit members will be placed on the appropriate column as detailed in this paragraph. Bargaining unit members earning placement on a new column of the index/pay scale should give verification to the Assistant Superintendent - HR on or before August 1st.
 - (2) A bargaining unit member will be placed on the appropriate step based on the bargaining unit member's years of experience and other appropriate related experience as detailed in section C of this article.
3. The Board and Association have developed an index with an emphasis on pay increases through steps throughout a bargaining unit member's career. The first priority will be to fund the step (and column) increases. A base increase will normally only occur when the realistic long term financial outlook for the school district is healthy enough to support the base increase.
4. No bargaining unit member will make a lower yearly salary than the previous year.

TRI-VALLEY LOCAL SCHOOLS INDEX SCHEDULE

<u>Step</u>	<u>Bachelors</u>	<u>150 Hours</u>	<u>Masters</u>	<u>MA + 15</u>
0	1.00	1.04	1.10	
1	1.04	1.08	1.15	
2	1.08	1.12	1.20	
3	1.12	1.16	1.25	
4	1.16	1.20	1.30	
5	1.20	1.24	1.35	
6	1.24	1.28	1.40	
7	1.28	1.32	1.45	
8	1.32	1.36	1.50	
9	1.36	1.40	1.55	
10	1.40	1.44	1.60	1.61
11	1.44	1.48	1.65	1.66
12	1.46	1.52	1.68	1.69
13	1.48	1.56	1.71	1.72
14	1.49	1.58	1.74	1.76
15	1.50	1.60	1.77	1.79
16	1.51	1.61	1.80	1.82
17	1.52	1.62	1.82	1.84
18	1.53	1.63	1.84	1.87
19	1.54	1.66	1.85	1.88
20	1.55	1.69	1.86	1.89
21	1.58	1.72	1.89	1.92
22	1.61	1.75	1.92	1.97
23	1.64	1.78	1.95	2.02
24	1.67	1.81	1.98	2.07
25	1.70	1.84	2.01	2.12
26	1.73	1.87	2.04	2.17
27	1.76	1.90	2.07	2.22
28+	1.78	1.92	2.10	2.25

2026-2027
TRI-VALLEY LOCAL SCHOOLS PAY SCALE

<u>Step</u>	<u>Bachelors</u>	<u>150 Hours</u>	<u>Masters</u>	<u>MA + 15</u>
0	\$41,000	\$42,640	\$45,100	
1	\$42,640	\$44,280	\$47,150	
2	\$44,280	\$45,920	\$49,200	
3	\$45,920	\$47,560	\$51,250	
4	\$47,560	\$49,200	\$53,300	
5	\$49,200	\$50,840	\$55,350	
6	\$50,840	\$52,480	\$57,400	
7	\$52,480	\$54,120	\$59,450	
8	\$54,120	\$55,760	\$61,500	
9	\$55,760	\$57,400	\$63,550	
10	\$57,400	\$59,040	\$65,600	\$66,010
11	\$59,040	\$60,680	\$67,650	\$68,060
12	\$59,860	\$62,320	\$68,880	\$69,290
13	\$60,680	\$63,960	\$70,110	\$70,520
14	\$61,090	\$64,780	\$71,340	\$72,160
15	\$61,500	\$65,600	\$72,570	\$73,390
16	\$61,910	\$66,010	\$73,800	\$74,620
17	\$62,320	\$66,420	\$74,620	\$75,440
18	\$62,730	\$66,830	\$75,440	\$76,670
19	\$63,140	\$68,060	\$75,850	\$77,080
20	\$63,550	\$69,290	\$76,260	\$77,490
21	\$64,780	\$70,520	\$77,490	\$78,720
22	\$66,010	\$71,750	\$78,720	\$80,770
23	\$67,240	\$72,980	\$79,950	\$82,820
24	\$68,470	\$74,210	\$81,180	\$84,870
25	\$69,700	\$75,440	\$82,410	\$86,920
26	\$70,930	\$76,670	\$83,640	\$88,970
27	\$72,160	\$77,900	\$84,870	\$91,020
28+	\$72,980	\$78,720	\$86,100	\$92,250

ARTICLE 34 GENERAL PROVISIONS

A. BOARD RIGHTS

1. The Board hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and Constitutions of the State of Ohio, and of the United States, including but without limiting the generality of the foregoing, the right:
 - a. To the executive management and administrative control of the school system and its properties and facilities.
 - b. To hire all employees and, subject to the provisions of law, to determine their qualifications, and the conditions for their continued employment, of their dismissal or demotion, and to promote, and transfer all such employees.
 - c. To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational, and social events for students, all as deemed necessary or advisable by the Board.
 - d. To delegate authority through recognized administration channels for the development and organization of the means and methods of the instruction according to current written Board Policy; the selection of textbooks and other teaching materials; and the utilization of teaching aids of all kinds.
 - e. To determine class schedules, the hours of instruction, and the duties, responsibilities and assignments of bargaining unit members and other employees with respect thereto, and with respect to administrative and nonteaching activities within the school system and the terms and conditions of employment.
2. The exercise of the foregoing power, rights, authority, duties and responsibilities, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by specific and express terms of this contract and Ohio Statutes; and then only to the extent such specific and express terms hereof are in accordance with the Constitution and laws of the State of Ohio and the rules and regulations promulgated by the Ohio State Board of Education and the Constitution and laws of the United States.
3. The Board may make decisions within the realm of its management rights without prior negotiations with or agreement of the Association, but the Board will give the Association an opportunity to bargain about the effect(s) of its decisions on wages, hours, terms and other conditions of employment of employees in the bargaining unit.

B. WAIVER OF NEGOTIATIONS

1. The Board and the Association acknowledge that during negotiations resulting in this agreement, each party had the right and the opportunity to make demands and proposals with respect to any matter covered in the scope of negotiations and that this agreement was arrived at by the parties after the exercise of that right and opportunity. The Board and the Association shall voluntarily waive, during the life of this agreement, said rights and each agrees that the other shall not be obligated to negotiate with respect to any subject or matter irrespective of whether such matters of subject as specifically referred to or covered in this agreement, even though such subject or matter may not have been within knowledge or contemplation of either or both parties at the time negotiations were being conducted or at the time the party signed this agreement.

C. ENTIRE AGREEMENT CLAUSE

1. This agreement supersedes and cancels all previous agreements, verbal or written or based on alleged past practices between the Board and Association and constitutes the entire agreement between the parties. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.

D. SEVERABILITY

1. Consistent with Chapter 4117 of the Ohio Revised Code, this agreement governs the wages, hours, terms and conditions of employment of bargaining unit members. Terms of this agreement prevail over any State statute to the contrary.

E. DURATION OF AGREEMENT

1. This Agreement will remain in effect from July 1, 2026 through June 30, 2027.

John Lanning
President, Tri-Valley Education Association

Scott Ford
President, Tri-Valley Board of Education

Brad S. Smith
Representative, Tri-Valley Education Association

Ruke Davis
Representative, Tri-Valley Board of Education

5/21/2026
Date

JUL 9 2026
Date

5/21/2026
Date

7/9/2026
Date