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Cincinnati School District Board of Education and Cincinnati Teachers Association, Ohio Education Association, National Education Association (1972)

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Cincinnati School District Board of Education and Cincinnati Teachers Association, Ohio Education Association, National Education Association (1972)

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THE MASTER AGREEMENT

BETWEEN

THE BOARD OF EDUCATION
CINCINNATI SCHOOL DISTRICT
CITY OF CINCINNATI

AND

THE CINCINNATI TEACHERS ASSOCIATION
An Affiliate of
The Ohio and National Education Association
OEA – NEA
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THE MASTER AGREEMENT

BETWEEN

THE BOARD OF EDUCATION OF THE CINCINNATI SCHOOL DISTRICT
OF THE CITY OF CINCINNATI

AND THE

CINCINNATI TEACHERS ASSOCIATION

INTRODUCTION

On January 19, 1971, the Cincinnati Teachers Association won by election the exclusive right to negotiate for three (3) years for the teachers of the Cincinnati Public Schools with the Board of Education. This Master Agreement shall be a comprehensive statement of the rights and responsibilities of the Cincinnati Teachers Association and its members.

In this statement, the word Board shall be used for the Cincinnati Board of Education and the letters CTA for the Cincinnati Teachers Association. Both Board and CTA shall include officers, or representatives of either organization who have power to speak in behalf of the group.

GOALS

The Board and the CTA agree that the basic objective of the Cincinnati Public Schools is to provide comprehensive educational opportunities of a high quality for all children attending the Cincinnati schools. The parties to this Agreement recognize that this objective assumes that there are many kinds of educational needs and dictates an educational philosophy which will allow for complexity and diversity rather than simplicity and uniformity.

The Board and the CTA are committed to maintaining a school system that will insure the maximum development of each child's intellectual, physical, social, moral, creative and emotional potential. The parties affirm that every child is unique as to his individual needs and capabilities. In addition, the parties acknowledge that these individual needs and capabilities can only be met through adaptations and innovations in program.

ARTICLE I

RECOGNITION AND FAIR PRACTICES

Section 1 - Recognition

The Board recognizes the CTA as the exclusive representative of all teachers employed by the Board, including classroom teachers on an annual rate and classroom teachers paid on an hourly rate at Stowe
and McMillan Center, teacher-librarians, librarians, administrative interns, psychologist interns, visiting teachers, examiners, coordinating teachers, and counselors; but, excluding daily rate substitutes, and other daily and hourly rate teachers, psychologists, psychiatric social workers, lunchroom managers, administrative assistants, assistant coordinators, coordinators, associate directors, directors, associates, administrative supervisors, supervisors, associate supervisors, supervising teachers, librarian-professional library, assistant principals, principals, assistant superintendents, associate superintendents, and the superintendent, for a three (3) year period, beginning January 19, 1971. Said three (3) year period shall preclude the filing of an election petition by any other employee group earlier than the 90th day or later than the 60th day before the expiration of said three (3) year period. If an election petition, signed by 35% of the teachers, is filed during the 30-day "open period," the Board shall cause an election to be directed before the expiration of said three (3) year period to determine which organization, if any, shall be recognized for the purpose of professional negotiations. The term "teacher" as used in this Agreement shall be defined as stated in the first sentence of this paragraph.

Section 2 - Rights

CTA shall have a seat at official meetings of the Board with the right to speak.

CTA shall have the right to insert organizational materials in teachers' mailboxes, after notification to the principal or his designee.

CTA shall have the exclusive privilege of display of organizational materials and participation in the initial system-wide orientation meeting for new teachers.

Names and addresses of newly employed teachers shall be provided to the CTA following Board approval of their contracts.

The Board agrees that it will not discriminate against any teacher because of his membership in the CTA or as a result of negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement.

CTA shall have the right to use the inter-school mail service.

CTA shall have the right to payroll deduction.

Section 3 - Privilege of Office

Visits by the CTA that are made to discuss special problems of teachers should be arranged mutually in advance with the principal, or, in his absence, with the acting administrator.

CTA shall be permitted to transact official CTA business on school property at all reasonable times. Upon arrival at any school, the school office shall be notified. Teachers shall not be interrupted while in the classroom.

Upon written request by the CTA, its President or its designee may take a leave of absence without pay to conduct CTA business. Upon return to service, he shall be placed on the same assignment which he left or one mutually agreed upon with all accrued benefits and increments, permitted by the Ohio Revised Code.
Section 4 - Building Representatives

CTA Representative(s) in each local unit shall have an existing bulletin board, or part of one, which is accessible to most teachers, for CTA materials. The Representative(s) shall be given time at each faculty meeting for announcements. If the principal establishes a faculty advisory committee, it shall include the CTA building representative(s).

Section 5 - Communication

The Board and CTA shall meet monthly during the year to discuss current school problems and procedures of this Agreement in an effort to maintain effective communication.

Section 6 - CTA Faculty Council

A maximum of two (2) official representatives of the CTA Faculty Council in the building, the school principal, and the CTA building representative shall be included in a Faculty Advisory Committee which shall be established in each school. The Faculty Advisory Committee shall meet at least once a month to review the administration of this Agreement and to discuss matters of common interest in the school.

ARTICLE II

CONTRACTUAL ASSIGNMENTS

Section 1 - Teaching Assignments

A teacher shall be assigned classes according to his certification. In cases where an assignment is not according to his certification, the assignment must be discussed with the teacher and be within the provisions of the Ohio Revised Code.

In elementary schools that are homogeneously grouped, teacher assignments shall be reviewed annually. Each teacher shall be given consideration as to teaching various sections at his grade level. Beginning teachers shall be given consideration and not assigned to the most difficult teaching assignments.

In each secondary school, teacher assignments shall be reviewed annually. Each teacher's preferences shall be given consideration when teaching assignments are organized for the ensuing school year.

Section 2 - Authority of Superintendent

The administrative authority of the Board shall be implemented by the Superintendent. The Superintendent has the authority to direct and assign teachers within the provisions of this Agreement, the Rules and Regulations of the Board, and the Ohio Revised Code.

Every effort shall be made to communicate, in writing, temporary changes in assignment of longer than one (1) day.

Section 3 - New Teachers

New teachers shall receive information concerning their school assignment at the earliest possible date.
Section 4 - Assignment Procedure and Notification

As soon after March 1st as possible, principals shall request the teachers to submit their preferences for teaching assignments within the building. The principal shall consider these preferences in the process of organizing teaching assignments for the ensuing school year. Teachers may request assignments only in their areas of standard certification. In some cases, it may be necessary to request teachers who qualify to obtain temporary certification.

Each year it is anticipated that a certain number of teacher assignments will need to be changed. Teachers shall be notified of their teaching program for the ensuing school year by the first week in July. It is the responsibility of each teacher to communicate with the principal concerning any dissatisfaction with his program by July 15th. Changes between July 15th and the first day of school should be communicated to the teacher at his summer address, and shall be consistent with the provision of this Agreement and the Ohio Revised Code.

Section 5 - Individual Contract - Regular and Supplemental

The Board shall review with the CTA the wording of the individual regular and supplemental contract for the 1973-74 school year.

ARTICLE III
TEACHER TRANSFERS

Section 1 - Definitions

A transfer is the changing of a teacher's placement to another building and does not include a change in a teacher's assignment within a school.

A teacher initiated transfer is one that a teacher requests for change to another building.

An administrative transfer is a Board initiated change to another building.

Seniority for system-wide purposes shall be the length of service since the last date of contract appointment.

Seniority for purposes of assignment within a unit or building shall be the length of continuous service in the particular assignment or unit.

Section 2 - Teacher Initiated Transfers

A teacher's request for a transfer will be honored to the extent that there is no conflict with instructional requirements or with the balancing of staff. If more than one (1) teacher applies for a specific position, and the qualifications are substantially the same, seniority in the school system shall control the choice.

For the purpose of teacher initiated transfers, new teachers employed during the school year shall be considered as temporary placements until the close of the school year.
 Preferential treatment for regular placement shall be given to teachers having written requests for transfers on file. Requests for transfer that are submitted to the Division of Staff Personnel by April 1st of each year shall receive first priority. The responsibility of submitting the request is that of the teacher.

After May 1st, teachers who have not submitted transfer requests may contact the Division of Staff Personnel in order to obtain information about vacancies for the ensuing school year. Requests may be submitted to the Division of Staff Personnel at this time and they will be considered after the April 1st requests.

Applicants whose transfers are not granted shall be notified by letter stating the reason for the refusal.

Section 3 - Administrative Transfers
The Superintendent has the authority to transfer teachers.

A teacher receiving an administrative transfer shall be informed, in writing, with the reasons delineated, by the Division of Staff Personnel. A teacher who has regular placement and is transferred for reasons other than performance, shall be offered a choice of existing vacancies for which he qualifies.

A teacher notified of an administrative transfer may request a conference with Staff Personnel within fifteen (15) days of written notification. This meeting shall take place within five (5) days after the request for a conference. The teacher concerned shall have the right to legal counsel and/or CTA representation.

A teacher transferred shall be given a position for which he is certified. He is entitled to specific help in the new position from both administration and supervision. An administrative transfer should be considered before a teacher is dismissed for professional reasons.

ARTICLE IV
TEACHER RIGHTS

Section 1 - New Teachers
It is the responsibility of the entire staff to provide special consideration to new teachers.

A new teacher shall attend the Orientation Meetings prior to the regular school year, unless excused by the Director of Staff Personnel.

The beginning teacher is required to attend a practicum course without compensation. This practicum course shall consist of not more than fifteen (15) sessions and be without cost to the teacher unless university credit is desired. Practicum may include guided visitations during the regular school day.

Section 2 - Facilities
The Board shall continue its efforts to keep the schools reasonable and properly equipped and maintained.
School building inadequacies develop because of changes in enrollment, shifts in area population, changes in educational programs, and normal depreciation and obsolescence. It is recognized that at some buildings there are inadequacies, involving such facilities as: school-site parking; classrooms, including tack board, storage, and intercommunication system; teacher work areas; conference rooms; lounges; and, restrooms. To correct such inadequacies, a continuous program of construction is required. A systematic program shall be developed to the end that existing school buildings will be upgraded to eliminate inadequacies as rapidly as funds and conditions permit. When new schools are constructed, they will include teacher facilities of the nature noted above.

Keys to the classroom shall be available to teachers at least thirty (30) minutes before class work is to begin.

Section 3 - Supervised Study Aides

Until such time that the Board is able to provide supervised study aides, teachers with the approval of the principal shall have the recourse of obtaining volunteers from their school communities to aid them in the performance of non-teaching duties.

Section 4 - Personnel File

When a complaint is made by the parent of a student or any other member of the public concerning a teacher's conduct, service, character, or personality, which is deemed serious enough to become a matter of formal written record, the teacher shall be informed of the complaint by his principal, and the teacher and principal shall attempt to resolve the complaint with the complaining party.

When a principal or other administrator finds it necessary to make a notation in a teacher's file which reflects adversely upon the teacher's conduct, service, character, or personality, he shall afford the teacher an opportunity to read such notation. The teacher shall acknowledge that he has read such notation by affixing his signature on the actual document filed, with the understanding that such signature does not indicate his agreement with its contents. The teacher shall also have the right to answer such notation and his answer shall be attached to the file copy.

A teacher shall have the right to see his personnel file, containing the personal record of post-employment information and comments relative to his contract assignments. The teacher shall schedule an appointment at least one (1) hour in advance with a representative of the Division of Staff Personnel in whose presence the file shall be examined. Should he find statements derogatory of his work, he may file a written answer or explanation to the statement which must remain attached as long as the item is on file.

Section 5 - Summer and Evening Schools

Appointments to summer and evening schools shall be made by Staff Personnel based upon proper certification and satisfactory experience in the subject to be taught. If in the judgment of the administration the applicants appear equally qualified, the principle of seniority shall be observed. A teacher who makes application and does not receive an appointment shall be given a written explanation upon request.
Section 6 - Academic Freedom

The parties seek to educate young people in the democratic tradition; to foster a recognition of individual freedom and social responsibility; to inspire meaningful awareness of and respect for the Constitution and the Bill of Rights; and, to instill appreciation of the values of individual personality.

Realizing that a teacher cannot provide adequate stimulation to students, nor permit the free exchange and development of ideas, without occasional unexpected results which are easily misconstrued when removed from context, it is agreed that an atmosphere of academic freedom will be maintained. The Board agrees that the individual teacher shall be free to present the several sides of controversial issues and topics to the best of their abilities and knowledge and within the level of maturity of the students involved.

A teacher's personal life shall not adversely affect this employment status, unless his teaching effectiveness is impaired. Within the framework of this Section, teachers must not be intimidated in their work by non-staff groups or individuals.

ARTICLE V
THE TEACHER'S DAY

Section 1 - The Teacher's Day

The student daily starting time, dismissal time, the length of the student lunch break, and the placement of the forty-five (45) minute minimum teacher preparation period during the day shall be planned for the next school year by the principal after consultation with building staff.

All teachers shall receive a thirty (30) minute uninterrupted duty-free lunch period.

The teacher shall be available for individual conferences between teacher and administrator at mutually agreeable times.

Classroom teachers assigned to more than one (1) school shall have non-classroom duties at only one (1) school.

Upon notification to the school office and approval by the principal or his designee, a teacher may leave the building when not on regular duty.

The teacher shall be available to assist the administration in supervising the conduct of students throughout the school, as long as this does not regularly infringe upon his conference and preparation time.

The teacher shall schedule pupil and parent-teacher conferences as necessary.

The teacher shall spend the necessary time beyond the school day to prepare adequately for his responsibility to his pupils and to complete the necessary work related to his assignment.

A teacher shall not be assigned to a split shift teaching day, except on a voluntary basis.
Effective September, 1972, the normal daily schedule in each marking period for a secondary classroom teacher shall consist of a home-room, five (5) classes, and preparation and/or conference time.

A preparation is defined as a grade level designation within a subject area or a particular subject area, which does not include grade level.

Teachers shall not be assigned more than three (3) preparations in each marking period, including one-quarter courses, unless after consultation with the teacher additional preparations are found necessary by the principal. It is recognized that some teachers in specialized areas and those who teach one-quarter courses may exceed this number. No teacher shall teach more than one one-quarter course in any marking period without his consent.

Section 2 - School Year

The school year for the classroom teacher shall consist of an annual term of a maximum of one hundred ninety-five (195) days, which shall be divided as follows:

(a) Six paid holidays - Veterans' Day, Thanksgiving, Christmas, New Years, Presidents' Day, and Memorial Day.

(b) During the school year there may be four (4) school days per year in which classes are dismissed one-half day early or the equivalent amount of time during a different number of days for the purpose of individualized parent-teacher conferences and reporting periods, and which may include up to two (2) days for professional meetings of teachers when such days occur during a regular school week and schools are not in session. Such days will be scheduled by the Superintendent after consultation with the CTA as to the exact dates and the program to be presented.

(c) There shall be one (1) working day at the end of each full marking period, one-half of which shall be available exclusively for the teacher's record keeping, and the remainder of the day shall be subject to individual or group activities planned by the principal after consultation with the building staff.

(d) The remaining three (3) scheduled working days shall be planned at the discretion of the Superintendent after consultation with the CTA as to the exact dates and program to be implemented.

(e) The school calendar shall be adopted prior to the renewal of teacher contracts for the ensuing school year.
Section 3 - Meetings

One (1) open house related to American Education Week shall be considered part of the teacher load. Teachers may be asked to participate in one (1) pupil orientation meeting each year.

Teachers are encouraged to attend meetings of the Parent-Teacher Association.

The principal may call staff meetings on two (2) Mondays each month to commence not later than fifteen (15) minutes after student dismissal time and should not exceed more than one (1) hour duration. Supervisors may call two (2) meetings each month on alternate Mondays which should not exceed more than one (1) hour duration.

Teachers shall be excused from their assigned building not later than fifteen (15) minutes after student dismissal to attend city-wide meetings called by the Board, its designee, or the CTA.

Section 4 - Class Size and Staff Requirements

It is recognized by the Board that pupil-teacher ratios and pupil-specialists ratios are important aspects of an effective educational program. The Board agrees to continue its effort to keep those ratios at an acceptable number as established in the State Minimum Standards, the State Foundation Program, and dictated by the best interests of the district as deemed administratively feasible.

Section 5 - Extra Duties

Teachers shall not be required to transport students to any sport or other school activity.

ARTICLE VI

TEACHER PROTECTION

Section 1 - Working Conditions

The Board shall support the teacher in maintaining reasonable and necessary classroom discipline and control. Teachers shall be given the assistance of pupil personnel specialists in working with pupils who need individualized attention to solve their problems.

A teacher may use such force as is reasonable and necessary to protect himself from attack or to prevent injury to another pupil.

Assault on a teacher or injury to a teacher shall be reported immediately to the Board. The Board shall render assistance and advice to the teacher in securing legal redress through law enforcement and judicial authorities.

If any teacher is complained against or sued as a result of any lawful action taken by the teacher while in the scope of his employment, the Board shall render all reasonable and necessary assistance to the teacher in his defense within the limit of Ohio law.

Workmen's compensation benefits are available to all teachers as defined in the Ohio Workmen's Compensation Act.
Section 2 - Civil Disturbances (or other Public Calamities)

In case of a severe civil disturbance or other public calamity which occurs before the teacher leaves his residence for his assignment, the teacher should make every effort to contact the proper school authorities who will determine whether the teacher will be required to report for work. The intent of this provision is that no teacher should be required to report to a school where his person might be in danger, and upon compliance with this provision, no teacher shall lose pay.

Teachers shall be paid for all time lost when schools, in which they are employed, are closed by the Board owing to an epidemic or other public calamity.

Section 3 - Pupils

The Board shall give all reasonable support and assistance to teachers with respect to maintenance of control and discipline in the classroom.

The teacher may send pupils who are seriously disturbing the class to the office. The teacher shall furnish the principal with information of the exclusion from class and the pupil will be readmitted only upon written authority of the principal or after a conference among all parties concerned. Disruptive elementary pupils who are excluded from class must be escorted to the office.

A pupil expressing insubordination to a teacher may be disciplined. A subsequent offense of the same nature may mean suspension by the principal until a parent comes for a conference. Both the parent and pupil must agree to cooperate before the pupil can be readmitted. All cases of physical violence to members of the staff shall be reported to the police and teachers should be encouraged to sign warrants. When a pupil is involved in an assault upon any teacher, that pupil shall be readmitted to class(es) only after a hearing involving the teachers, the pupil, and the principal or his designee.

The opportunity to make-up class work as a result of an unexcused absence is at the discretion of the teacher and principal.

A teacher who is assigned a pupil known to have a physical, social, or emotional problem shall be informed of the nature of the problem.

For the protection of both pupils and teachers, there shall be an administrator or his designee present when the building is open. During an extended period of absence his designee shall be relieved of teaching responsibility.

In general, pupils shall not be in the buildings more than fifteen (15) minutes prior to the start of homeroom or classes, unless requested by and under the direct supervision of a staff member. An administrator or his designees must be in the school building prior to its being opened to pupils. All pupils who are not under the direction of a staff member shall be out of the building within fifteen (15) minutes of the close of school.
Section 4 - Notice and Conference

Written complaints regarding a teacher made to the administration by any parent, pupil, or other person shall be promptly called to the teacher's attention. The teacher shall have the opportunity to respond to such complaints. If a record of any complaints is placed in the teacher's file, the teacher's response shall also be placed in the file.

Section 5 - Assistance in Court

Every effort within legal limits shall be made to assist a teacher who is required to appear in court for an action taken in the exercise of duty. In civil matters, the City Solicitor will be asked to defend any teacher who does not possess insurance coverage. The teacher shall receive compensation for absence from duty for a court proceeding or administrative hearing when such absence arises from a justifiable line of duty action on the part of the teacher.

Section 6 - Emergency

When the Superintendent determines that weather conditions are such that travel for pupils and teachers is hazardous, schools may commence for pupils later than the regular starting time. Teachers shall make an effort to report to school at the regular starting time.

ARTICLE VII

TEACHER ABSENCE

Section 1 - Professional Meetings

Teachers shall be encouraged to attend professional meetings, which are adjudged to be in the interest of the schools, under rules promulgated by the Superintendent covering assignment, payment of expenses, waiving of salary deductions, or other pertinent matters. Payment of allowable expenses of teachers attending such meetings and the cost of any necessary substitute may be made from the general fund professional meeting accounts.

Beginning in the 1972-73 school year and each school year thereafter during the term of this Agreement, a $2,500 budget has been established in order to permit teachers to attend professional meetings identified by the CTA.

Section 2 - Accumulative Sick Leave

A. Availability of Sick Leave Allowance

Pursuant to Section 3319.141 ORC, all full-time teachers shall accrue sick leave at the rate of one and one-fourth (1 1/4) days per month for each year under contract. Full-time shall be defined as one hundred ninety-five (195) days or more of service for at least six (6) hours per day. Teachers who render less than full-time, per diem or hourly service, shall accrue proportionate amounts of sick leave for the time actually worked. Unused sick leave shall be cumulative to a maximum of one hundred ninety-five (195) days for all types of service, until August 1, 1972. Effective August 1, 1972, sick leave shall be cumulative to a maximum of
two hundred ten (210) days. Sick leave shall be credited fractionally and accrued in accordance with the Ohio Revised Code.

The amount of sick leave available during any pay period shall not exceed the amount at the beginning of the pay period.

No sick leave shall be accumulated for a teacher in pay status of less than one (1) day or eight (8) hours in any pay period.

All regular teachers whose sick leave accumulation is insufficient to cover absence chargeable to sick leave of up to five (5) days shall be granted an allowance in advance of accumulation sufficient to bring the available sick leave at the beginning of the year to five (5) days. For purpose of administering this provision, a year shall be defined as the period of time from September 1st through August 31st.

B. Termination of Employment and Sick Leave

A teacher who leaves the employ of the Board shall retain his accumulated sick leave for ten (10) years from the date of termination of his last contract.

A teacher re-employed by the Board who, since leaving the employ of this Board, has been employed by other boards of education or by state, county, or municipal governments of Ohio, shall receive full credit for sick leave accumulated both in the prior employ of the Board and in the employ of other agencies listed above as shown in the records of the last employing organization in accordance with the Ohio Revised Code; however, such credit for sick leave shall not exceed the maximum number of days for sick leave granted by the Board to its teachers.

Any teacher being employed by the Board, who has been in the service of another board of education or state, county, or municipal government of Ohio, shall receive full credit for the sick leave accumulated in this previous service as shown in the records of the last employing organization in accordance with the Ohio Revised Code; however, such credit for sick leave accumulation shall not exceed the maximum number of days for sick leave granted by the Board to its teachers.

C. Limitations and Requirements for Sick Leave Allowance

No salary payment for days of absence under sick leave provisions shall be made to any teacher except as provided in subsequent paragraphs.

Upon approval, teachers may use sick leave for absence due to personal illness, injury, exposure to contagious disease which could be communicated to others, and for absence due to illness, injury, or death of the teacher's immediate family. (Immediate family includes: parent, child, spouse, sister, brother, grandparent, grandchild, parent-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, aunt, uncle, nephew, and niece.)

For an absence resulting from the aforementioned causes chargeable to sick leave, the prescribed form of the Board must be completed regardless of the duration of the absence. This form shall accompany the advice of change in payroll which is signed and submitted by the principal or the person in-charge.
(1) Personal Illness or Injury

For an absence resulting from personal illness or injury in excess of two (2) consecutive days, a certificate* signed by the attending licensed doctor indicating the dates of absence must be submitted.

When there is evidence that sick leave is being abused by an individual teacher, the administration shall give a written warning to that teacher and may require a doctor's certificate* for all subsequent absences.

(2) Illness in Family

Teachers may use sick leave upon approval of the Superintendent for absence due to illness in the teacher's immediate family. A certificate* signed by the attending physician shall be required by the Superintendent for illness requiring absence beyond one (1) day.

* Teachers, who because of religious convictions object to using the services of a doctor, may submit a certificate signed by a Christian Science practitioner, or a comparable official of any other sect to which they may belong in place of the certificate from a licensed doctor.

D. Examination Upon Return from Sick Leave

A teacher, absent because of personal illness for three (3) or more weeks, in order to return to duty must have a medical clearance that will indicate his physical condition and prognosis. Medical clearance is the responsibility of the teacher and must be submitted, in writing, to Staff Personnel.

Section 3 - Death in the Family

Teachers shall be allowed up to three (3) days of absence chargeable to sick leave for death in the immediate family. Additional days may be allowed, chargeable to sick leave, upon approval of the Superintendent or his designee.

Section 4 - Personal Leave Days

Request for personal leave must be approved by the principal or his designee at least three (3) days prior to the time requested, except in emergencies. Approval shall be granted except where the principal or his designee determines that adequate staffing cannot be maintained.

Two (2) personal leave days shall be available for teachers for the 1972-73 school year, effective August 1, 1972; and, for the 1973-74 school year, effective August 1, 1973.
Section 5 - Appearance in Court

In case of absence from duty in response to a subpoena in a case in court or in an administrative hearing in which the teacher is not a party there shall be deducted from the salary of the teacher the amount and only the amount of any witness fee or other compensation, exclusive of any reimbursement paid specifically for expenses incurred by reason of such subpoena.

Teachers receiving a notice to appear for examination preliminary to jury duty shall, immediately after receiving such notice, request instructions from the Office of the Clerk-Treasurer of the Board. The teacher shall remit to the Board compensation in excess of travel expenses for jury duty. (Reference: Ohio Revised Code 3313.211)

Section 6 - Leaves of Absence

A. Non-compensated Leave

Upon proper application and verification thereof, a teacher, except those employed in non-contract positions, shall be granted a leave of absence without pay for personal illness or illness on the part of the teacher's immediate family for the current school year.

Upon proper application and approval thereof, a contract teacher with three (3) years of satisfactory service may be granted a leave of absence for study, Peace Corps, or exchange teaching in a school outside the Cincinnati Public School system, when such teaching is clearly in the interest of the Cincinnati Public Schools. A contract teacher may be granted additional leaves of absence, without pay, of like duration for such purpose or purposes upon completion of additional periods of professional service of three (3) or more years.

A teacher who has completed seven (7) or more years of service as a member of the professional staff of the Cincinnati Public Schools, and who has attained continuing contract status, may upon recommendation of the Superintendent be granted a leave of absence without pay for travel, rest, or such other purpose or purposes as will, in the judgment of the Superintendent contribute to the welfare and self-improvement of the teacher. A teacher may be granted additional leaves of absence without pay for such purpose or purposes upon completion of additional periods of professional service of seven (7) or more years.

B. Military Leave

(1) Not to Exceed Thirty-One (31) Days

Any teacher may, at any time, upon application and approval thereof, be granted a leave of absence for military service not exceeding thirty-one (31) days in one (1) calendar year as specified in Section 5923.05, Ohio Revised Code. If the teacher's military pay during such a period of absence is less than his regular pay would have been for such period, he shall be paid by the Board the difference between his regular pay and his military pay.
for such period. In determining the teacher's military pay for the purpose of this Section, allowances for travel, food, housing, or uniforms shall not be considered, but any other pay or allowance of whatever nature, including longevity pay, shall be considered.

(2) Extended Military Service

A teacher who leaves his position to serve in the armed services of the United States, as defined by law (Ohio Revised Code 3319.14) shall be considered to be on special leave of absence, and he shall be entitled to return to the service of the Cincinnati Public Schools under the terms of pertinent statutes, except that said teacher must return to service with the schools before one (1) year has elapsed from date of discharge. Upon such return, the teacher shall be returned to service in the schools without loss of professional or financial status.

C. Political Leave

A teacher has the right to become a candidate for public office and to serve in such elective office unless there is a specific legal prohibition. Upon application, leave of absence without pay in order to run for, or serve in, public office shall be granted. Upon return from political leave, the teacher shall be restored to his former contract status.

D. Extended Absence Due to Personal Illness

If a teacher has been absent due to personal illness continuously for more than fifty-nine (59) days, or is expected to be absent for such period due to personal illness, and after consultation with the teacher, he will be in unassigned sick leave status until his sick leave days have been exhausted, or until the end of his current employment year, whichever is later, at which time he will be placed on leave of absence or separated pursuant to applicable regulations and statutes. For purposes of this Section, current employment year is defined as the year beginning August 1st and ending July 31st, during some part of which the teacher has actually rendered service. A satisfactory teacher with more than one (1) year of service shall have the right to return to the position the ensuing school year.

No advance of sick leave of the ensuing school year shall be granted to a teacher in unassigned sick leave status.

Nothing in this Section shall be construed to preclude a teacher from returning to active employment from unassigned sick leave status.

E. Maternity Leave

A teacher is eligible for a maternity leave after two (2) years of satisfactory service. A leave of absence for maternity shall begin
the first day of a marking period. The effective date of this leave shall be at least six (6) weeks prior to the anticipated birth of the child, unless a later date is approved by the Superintendent. The leave shall continue for six (6) weeks after release from the hospital unless a later date is approved by the Superintendent, at which time the teacher may return to regular employment if a vacancy for which she is qualified exists. The teacher may be authorized by the Superintendent to return earlier to regular employment.

A teacher upon determining that she is pregnant shall send to the Division of Staff Personnel, as soon as possible, a statement from her physician indicating the anticipated date of birth of the child. Continuance in her position and return to regular employment shall be contingent upon approval by her personal physician and the Board, in addition to the conditions indicated in the above paragraph.

F. Duration and Return from Leave

A leave of absence shall be for a definite period, usually the current contract year, subject to renewal at the discretion of the Superintendent.

Return from leave of absence prior to the stipulated expiration date thereof may be allowed by the Superintendent, subject to the limitation of this Agreement, whenever the need for such leave no longer exists and when a suitable vacancy is available; provided, however, that approval by the Board shall be required for such termination of a leave of absence of any professional employee.

ARTICLE VIII

COMPENSATION

Section 1 - Salaries

The salaries of teachers covered by this Agreement are set forth in Appendix A, which is attached hereto and made a part of this Agreement.

Section 2 — Initial Position on Salary Schedule

The initial salary of a teacher shall be the minimum on the schedule for which the teacher is qualified, plus any allowance due the teacher for prior teaching experience and/or military service. Allowance for prior teaching experience until August 1, 1972 shall be made on the basis of: (1) one (1) year of credit for each year of teaching experience up to a maximum of eight (8) years of which no more than two (2) years may be substitute teaching experience; (2) allowance for military service shall be made on the basis of one (1) year of credit for each year of military service up to a maximum of six (6) years; and, (3) allowance for a combination of prior teaching and military service shall be made on the basis of one (1) year of credit for each year of military service up to a maximum of six (6) years, and prior teaching experience up to a maximum of nine (9) years.

Effective August 1, 1972, allowance for prior teaching experience shall be made on the basis of: (1) one (1) year of credit for each year of teaching experience up to a maximum of nine (9) years of which no more than (2) years may be substitute teaching experience; (2) allowance for military service shall be made on the basis of one (1)
year of credit for each year of military service up to a maximum of six (6) years; and, (3) allowance for a combination of prior teaching and military service shall be made on the basis of one (1) year of credit for each year of military service up to a maximum of six (6) years, and prior teaching experience up to a maximum of ten (10) years.

Section 3 - Increments

Salary increments become effective at the beginning of each school year. Future increments are based upon the completion of the appropriate number of days of prior service.

Annual advancements in salary shall be granted in accordance with the rates of increments specified in the salary schedule until the proper maximum salary has been attained.

A teacher who has been employed and has received pay for at least one hundred twenty (120) days is eligible for an annual increment at the beginning of the next school year.

Section 4 - Salary Classification

Teachers shall be placed on the appropriate salary schedule by the Superintendent based upon the experience and preparation of the teacher. (See salary schedule in Appendix A)

Section 5 - Term of Service

All personnel included under this salary schedule have an annual term of service as per the teacher's individual contract.

Section 6 - Pay Periods

The first pay check of the school year shall be available in the schools before October 1st. Teachers have the option of choosing one (1) of the following pay plans:

(1) **Plan A** - thirteen (13) checks issued on a monthly basis from September through August; and,

(2) **Plan B** - thirteen (13) checks issued after the fifteen (15) day pay period from September through June.

Section 7 - Transfer from One Salary Class to Another

A. **Conditions and Qualifications**

(1) Within Schedules C and D, teachers will be transferred to the appropriate higher class upon submission of evidence showing the attainment of a Bachelor's Degree, 150 semester hours and a Bachelor's Degree, a Master's Degree, 30 graduate semester hours beyond the Master's Degree, or a Doctor's Degree in an area related to his teaching certificate.
(2) Teachers will be transferred from Schedule D to Schedule C upon submission of evidence that the qualifications for regular teachers, as defined in Rules and Regulations, have been met and appropriate degrees have been earned.

(3) Transfers from one salary class to another as described in paragraphs (1) and (2) above shall be effective at the beginning of the next pay period following submission of the qualifying evidence.

B. Salary Determination for Transfer from One Salary Class to Another

(1) Within Schedule C and D, the salary of teachers transferred from one class to another will be determined by placing such teachers on the same salary step in the class to which transferred as they would have occupied in the class from which they were transferred.

(2) The salary of teachers transferred from Schedule D to Schedule C will be determined by the provision in Section 2 of this Article.

Section 8 - Fringe Benefits

A. Group Hospitalization and Medical Insurance Plan

Effective until August 1, 1972:

(1) The Board will participate in the cost of Blue Cross/Blue Shield coverage for any eligible teacher requesting coverage under the Board group plan as follows:

(a) The full cost of a single contract for any teacher who works in a position requiring at least six-tenths (6/10) time per day for the school year.

(b) One-half the cost of a single contract for any teacher who works in a position requiring less than six-tenths (6/10) time per day for the school year.

(2) The contribution by the Board to the extent indicated in (1a) and (1b) will be applied to family and "Part C" contracts for eligible teachers and their spouses.

(3) The following teacher shall be excluded from the above benefits: casual, evening school, substitute, and summer school.
(4) Teachers shall not be eligible for coverage under the Board group plan unless part or all of the fee is payable by the Board.

(5) Coverage in the Board group plan shall be limited to the following:

(a) **Individual Coverage** - Basic Blue Cross, Basic Blue Shield and Major Medical Supplementary in one (1) package.

(b) **Family Coverage** - Basic Blue Cross, Basic Blue Shield and Major Medical Supplementary in one (1) package.

(c) "Part C" - individual coverage for a teacher over sixty-five (65) and/or his spouse over sixty-five (65) under Basic Blue Cross, Basic Blue Shield and Major Medical Supplementary in one (1) package.

(d) **Sponsored Membership** - individual coverage for qualified dependent of a teacher under Basic Blue Cross, Basic Blue Shield and Major Medical Supplementary in one (1) package.

Effective August 1, 1972:

(1) The Board will participate in the cost of Blue Cross/Blue Shield coverage under the Board group plan as follows:

(a) The full cost of a single contract or a family contract for any teacher who works in a position requiring at least six (6) hours per day for a minimum service period of one hundred ninety-five (195) days.

(b) One-half the cost of either a single contract or a family contract for any teacher who works in a position requiring less than six (6) hours per day for a minimum service period of one hundred ninety-five (195) days.

(2) The contribution by the Board to the extent indicated in (1a) and (1b) will also apply to "Part C" and single contracts for eligible teachers and their spouses.

(3) The following teacher shall be excluded from the above benefits: casual, evening school, substitute, and summer school.
(4) Teachers shall not be eligible for coverage under the Board group plan unless part or all of the fee is payable by the Board.

(5) Coverage in the Board group plan shall be limited to the following:

(a) Individual Coverage - Basic Blue Cross, Basic Blue Shield and Major Medical Supplementary in one (1) package.

(b) Family Coverage - Basic Blue Cross, Basic Blue Shield and Major Medical Supplementary in one (1) package.

(c) "Part C" - individual coverage for a teacher over sixty-five (65) and/or his spouse over sixty-five (65) under Basic Blue Cross, Basic Blue Shield and Major Medical Supplementary in one (1) package.

(d) Sponsored Membership - individual coverage for qualified dependent of a teacher under Basic Blue Cross, Basic Blue Shield and Major Medical Supplementary in one (1) package.

B. Term Life Insurance

Effective September 1, 1972, the amount of coverage is $1,500, and effective September 1, 1973, the amount of coverage is $3,000.

C. Tax Sheltered Annuity

Embodying the benefits of Section 403(b) of the Internal Revenue Code of 1954 as amended, the Board may, upon authorization of the teacher, make annual salary reductions to be applied to the purchase of an annuity contract.

D. Payroll Deductions Authorized by the Teacher

(1) Cincinnati Public School Employees Credit Union

(2) United States Savings Bonds

(3) United Appeal

(4) Blue Cross/Blue Shield/Major Medical

(5) Washington National Insurance

(6) Others as approved

(7) Professional organization membership dues:

(a) Cincinnati Teachers Association
E. Workmen's Compensation System

The Board contributes annually to the State Workmen's Compensation fund. Teachers are eligible for benefits as defined in Section 4123.54 of the Ohio Revised Code. (Refer to Article VI, Section 1)

F. Ohio State Teachers' Retirement System

The amount of contribution shall be established by the Retirement Board.

Current rates are:

Teacher contribution - 7.8%
Board contribution - 12.9%

ARTICLE IX

TEACHER EVALUATION

Section 1 - Limited Contract and Class I Teachers

All limited contract teachers and Class I teachers shall be appraised in their first and third year of teaching. Second year teachers and teachers beyond the third year probationary period, who have not qualified for continuing contract, shall be appraised as continuing contract teachers. Class I teachers, who have not qualified for regular appointment by the beginning of the fifth year, shall be evaluated in order to determine eligibility for appointment.

Section 2 - Continuing Contract Teachers

As a general rule, teachers who have obtained continuing contract status are not required to be appraised, except in these situations:

(a) The teacher may request to be evaluated by his principal.

(b) Teachers who have been administratively transferred to a different building, unless such transfer is caused solely by an organizational change.

(c) Teachers who have requested a transfer to another school and will be teaching in a different subject matter field.

(d) Teachers who will be performing in a different area of responsibility.
(e) The principal may evaluate a teacher if he believes that the teacher could profit from the experience. The principal shall inform the teacher, in writing, of the reason and procedure for such an evaluation.

Section 3 - Procedures

The CTA shall be requested to be actively involved in any revision of the appraisal procedure.

Section 4 - Notification

The teacher shall receive, before copies are placed in the personnel file or forwarded to any other person, a copy of any written reports concerning classroom visits or administrative or supervisory evaluations. The teacher shall have the right to attach a written comment to the report. The teacher shall sign the report, indicating that it has been read. The signature does not imply agreement with the report.

ARTICLE X

TERMINATION OF EMPLOYMENT

Section 1 - Dismissal

Teachers who are confronted with the possibility of dismissal should notify the CTA and should read carefully all appropriate sections of the Board's Rules and Regulations and this Agreement.

Dismissal or other disciplinary action against a teacher shall be preceded by the honoring of all teacher's rights and included in this Agreement the Board's Rules and Regulations, and applicable statutes.

Section 2 - Suspension

Teachers, who have been charged with violation of law or Board Rules and Regulations, may be suspended until the case has been investigated and a decision rendered.

Section 3 - Resignation

Any teacher who intends to resign shall submit a written statement of resignation to the Superintendent, who shall in turn submit the resignation to the Board for action. Every effort should be made to complete a marking period before resigning.

In the event a teacher wishes to resign due to maternity, the resignation shall be effective the first day of a marking period. The effective date of resignation shall be at least six (6) weeks prior to the anticipated birth of the child, unless a later date is approved by the Superintendent.
ARTICLE XI
GRIEVANCE PROCEDURE

Section 1 - Definitions

A "grievance" shall mean a complaint, in writing, that there has been an alleged violation, misinterpretation, or misapplication of any provision of this Agreement, shall be on the prescribed form and shall be submitted through the CTA.

The term "grievance" shall not apply to any matters as to which the Board is without authority to act.

The grievant shall mean the teacher, teachers, or the CTA filing the grievance.

The term days, when used in this Article, shall mean contract working days, unless otherwise indicated. Thus, weekends and vacation days are excluded.

Section 2 - Statement of Basic Principles

Good morale is maintained, by sincere efforts of all persons concerned, to work toward constructive solutions to problems in an atmosphere of courtesy and cooperation. The purpose of this procedure is to secure equitable solutions to problems at the lowest possible administrative level. The grievance proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure.

Every teacher covered by this Agreement shall have the right to present grievances in accordance with these procedures.

Every teacher shall be represented by the CTA in the grievance procedure. The teacher shall be present at any grievance discussion when the Board and/or the CTA deems it necessary. When the presence of a teacher at a grievance hearing is requested by either party, illness or other incapacity of the teacher shall be grounds for any necessary extension of grievance procedure time limits. The failure of the grievant to act on any grievance within the prescribed time limits will act as a bar to any further appeal and any administrator's failure to give a decision within the time limits permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.

A teacher who participates in these grievance procedures shall not be subjected to discipline or reprisal because of such participation. A copy of the grievance shall not be filed in the teacher's personnel folder.

Hearings and conferences under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present, to attend and will be held, insofar as possible, after regular school hours, or during non-teaching time of personnel involved. When such hearings and conferences are held at the option of the administration during school hours, all employees whose presence is required shall be excused, with pay, for that purpose.
It is agreed that any investigation or other handling or processing of any grievance by the grievant shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the teaching staff.

All notices of hearings and dispositions of grievances shall be either mailed or hand delivered with the date of mailing or postmark and date of receipt recorded thereon. Written grievances and appeals shall be deemed to be received one (1) day after postmarked; if hand delivered, the date received and initials of the recipient shall be recorded thereon.

It is important that a grievance be processed as rapidly as possible. The number of days indicated at each level shall be considered as a maximum, and every effort shall be made to expedite the process. The time limit specified may be extended by mutual agreement.

If a grievance is filed which might be finally resolved under the time limits set forth herein prior to the end of the school year, and which if left unresolved until the beginning of the following school year, could result in irreparable harm to those involved in the grievance, the time limit set forth herein shall be reduced so that the grievance procedure may be concluded prior to the end of the school year.

Section 3 - Procedure

Level One

A grievance lodged with the principal or the appropriate administrator must be initiated within fifteen (15) days after the occurrence of the event upon which it is based. The grievance conference should occur within five (5) days after the grievance is filed.

Level Two

In the event a grievance has not been satisfactorily resolved at Level One, the CTA shall file, within five (5) days of the principal's or the appropriate administrator's written decision at Level One, a copy of the grievance with the Superintendent. Within ten (10) days after such written grievance is filed, the grievant, the CTA and the Superintendent or his designee should meet to resolve the grievance. The Superintendent or his designee shall file his decision within fifteen (15) days of the Level Two filing and communicate it to the grievant and the CTA.

Level Three

If the grievance has not been satisfactorily resolved at Level Two, the CTA may request that within five (5) days an Appeals Committee be established to review the grievance. The Appeals Committee will conduct a hearing and prepare a written advisory opinion to the Superintendent within fifteen (15) days after receiving the request. The Appeals Committee shall be composed of three (3) members: one (1) appointed by the CTA; one (1) appointed by the Board; and, a third member, who shall act as chairman, appointed by these two (2) members. Each party will pay the expenses of its own representative, and the expenses of the chairman will be borne equally by the parties.

Within five (5) days after receiving the written advisory opinion, the Superintendent shall render another written decision.
Level Four

Within ten (10) days after receiving the decision of the Superintendent, the CTA may appeal the decision, in writing, to the Board. The Board, at the earliest possible subsequent meeting, should either sustain the decision of the Superintendent or give an alternate decision.

Section 4 - Agreement to Negotiate

The Board and the CTA agree to negotiate, beginning September, 1972, the question of whether to have some form of binding arbitration.

ARTICLE XII
HUMAN RELATIONS

Section 1 - Philosophy

The Board and the CTA are mutually committed to human rights and dignities of all and to policies and programs of quality integrated education as being necessary to good government, good education and good management.

Section 2 - Ethics

The CTA accepts and abides by the Code of Ethics of the teaching profession as adopted by the National Education Association and the Ohio Education Association in July and December, 1968, respectively. Further, the Board agrees this document represents acceptable criteria for professional behavior on the part of teachers.

Section 3 - Equal Employment Rights

No teachers will be discriminated against in any way in the exercise of his employment rights or his rights under this Agreement because of race, color, religion, creed, national origin, age or sex.

ARTICLE XIII
RESPONSIBILITY OF THE BOARD

It is recognized by the parties that the Board is invested by the laws of the State of Ohio with the government and control of authority of the Board shall include, but shall not be limited to, the authority to make such rules and regulations as are necessary for the government of the public schools, the employees of the Board, and the pupils of the schools. Nothing in this Agreement shall constitute transfer of the authority of the Board as established by the laws of the State of Ohio.

ARTICLE XIV
SELECTION OF ADMINISTRATORS

Applications, and information relative to qualifications and procedures to be followed, shall be sent by the Division of Leadership
Development to all schools in sufficient time for interested teachers to file appropriate materials for consideration.

ARTICLE XV
IMPLEMENTATION

Section 1 - Duration
This Agreement will expire on January 19, 1974.

Section 2 - Amendment
This Agreement may be amended by mutual written agreement of the Board and the CTA. Nevertheless, the parties acknowledge that during the negotiations, which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, for the life of this Agreement, each party agrees that the other shall not be obligated to negotiate with respect to any subject or matter referred to or covered in this Agreement, and with respect to any subject or matter not specifically referred to or covered in this Agreement.

Section 3 - Validity
These policies, when ratified by both parties, shall supersede any rules, regulations, or practices of either party which may be contrary or inconsistent with terms of this Agreement.

Section 4 - Legality
If any provision of this Agreement or any application of this Agreement to any teacher or group of teachers is contrary to law, then such provision or application shall not be deemed valid except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect. Said invalid provision shall be re-negotiated, at the request of either party. Said re-negotiation on said invalid provision and negotiation on the question of binding arbitration (as provided in Article XI, Section 4, herein) are the sole two (2) exceptions to Section 2 of this Article.

Section 5 - Printing
The Board shall pay the cost of providing each teacher a copy of this Agreement.

Section 6 - Recognition Continued
If an election petition, signed by thirty-five percent (35%) of the teachers, is not filed during the 30-day "open period," as provided in Article I, Section 1 of this Agreement, the Board shall continue to recognize the CTA as the exclusive representative of all teachers employed by the Board (in the unit set forth in Article I, Section 1 of this Agreement) for an additional three (3) year period beginning January 19, 1974 and continuing through January 18, 1977. Said additional three (3) year
period shall preclude the filing of an election petition by any other employee group earlier than the 90th day or later than the 60th day before the expiration of said additional three (3) year period. If an election petition, signed by thirty-five percent (35%) of the teachers, is filed during said 30-day "open period," the Board shall cause an election to be directed before the expiration of said additional three (3) year period to determine which organization, if any, shall be recognized for the purpose of professional negotiation.

In witness whereof, the parties executed this Master Agreement

this [date] day of May, 1972.

[Signatures]

Tecumseh X. Graham, President
Board of Education

Harriet A. Russell
President
Cincinnati Teachers Association

Robert P. Curry
Acting Superintendent of Schools

Hazel H. Currie
Chairman
Professional Negotiations Committee

John J. Geiger, Director
Division of Staff Personnel

Joseph H. Prior, Chairman
Welfare Committee

27
A. DEFINITIONS

1. Teacher

"Teacher" applies to any employee required by law or the Rules and Regulations of the Board of Education to be certificated as a teacher or otherwise certificated for a position wherein the base salary is determined from the teachers' salary schedule. (See statements under Section C)


(a) Class II Schedule

"Class II Schedule" applies to a contract teacher who possesses a Bachelor's Degree and a standard certificate.

(b) Class III Schedule

"Class III Schedule" applies to a contract teacher who possesses 150 semester hours with a Bachelor's Degree and a standard certificate.

(c) Class IV Schedule

"Class IV Schedule" applies to a contract teacher who possesses the Master's Degree or its equivalent and a standard certificate.

(d) Class V Schedule

"Class V Schedule" applies to a contract teacher who possesses 30 graduate semester hours after attaining the Master's Degree and a standard certificate.

(e) Class VI Schedule

"Class VI Schedule" applies to a contract teacher who possesses an earned Doctor's Degree in an area related to his teaching certificate.

(a) **Class I Schedule**

"Class I Schedule" applies to (1) a contract teacher who does not possess a standard certificate or a degree, and (2) a non-contract long-term substitute teacher.

(b) **Class I-A Schedule**

"Class I-A Schedule" applies to (1) a contract teacher who does not possess a standard certificate, but who possesses the Bachelor's Degree, and (2) a non-contract long-term substitute teacher who possesses the Bachelor's Degree.

(c) **Class I-B Schedule**

"Class I-B Schedule" applies to (1) a contract teacher who does not possess a standard certificate, but who possesses 150 hours with a Bachelor's Degree, and (2) a non-contract long-term substitute teacher who possesses 150 hours with a Bachelor's Degree.

(d) **Class I-C Schedule**

"Class I-C Schedule" applies to (1) a contract teacher who does not possess a standard certificate, but who possesses the Master's Degree, and (2) a non-contract long-term substitute teacher who possesses the Master's Degree.

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1 Master's equivalency credit is recognized only for teachers who qualified for the Master's equivalency prior to November 1, 1961.

### B. ANNUAL TERMS OF SERVICE AND PAY PERIODS FOR TEACHERS

<table>
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<th>Days of Service</th>
<th>Pay Periods</th>
<th>Actual Times of Service</th>
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<td>As fixed by the official annual calendar adopted by the Board</td>
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<tr>
<td>205 days</td>
<td>15 school days*</td>
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<tr>
<td>215 days</td>
<td>15 school days*</td>
<td>Same as for 195 days plus twenty (20) additional days as assigned</td>
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* Pay periods during regular school year; pay periods for service extending beyond regular school year shall be in accordance with a schedule of pay periods to be adopted each year; optional deferred pay plan may be elected for regular school year portion of work year.
The daily rate of pay used for computing the salary for a fraction of a year and for computing salary deductions for absence is determined by dividing the annual salary by the days of service.

The terms of service set forth in this schedule are to be used in determining daily rates of pay.

C. SALARY SCHEDULES FOR CONTRACT TEACHERS WHO POSSESS A STANDARD CERTIFICATE AND WHO ARE QUALIFIED FOR REGULAR APPOINTMENT* (Effective February 9, 1972)

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<th>Years of Experience</th>
<th>Class II BA**</th>
<th>Class III BA +150 hrs.**</th>
<th>Class IV MA**</th>
<th>Class V MA + 30**</th>
<th>Class VI Doctorate**</th>
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<tr>
<td>10**</td>
<td>11,560</td>
<td>11,680</td>
<td>12,370</td>
<td>12,655</td>
<td>13,465</td>
</tr>
<tr>
<td>11</td>
<td>11,930</td>
<td>12,050</td>
<td>12,740</td>
<td>13,025</td>
<td>13,835</td>
</tr>
<tr>
<td>12</td>
<td>12,300</td>
<td>12,420</td>
<td>13,110</td>
<td>13,395</td>
<td>14,205</td>
</tr>
<tr>
<td>17 #</td>
<td>12,750</td>
<td>12,870</td>
<td>13,560</td>
<td>13,845</td>
<td>14,655</td>
</tr>
<tr>
<td>22 #</td>
<td>13,105</td>
<td>13,225</td>
<td>13,915</td>
<td>14,200</td>
<td>15,010</td>
</tr>
</tbody>
</table>

* All personnel included under these schedules have an annual term of service of 195 days. Schedules apply to classroom teachers, teacher librarians, visiting teachers, home instructors, examiners, administrative aides, administrative interns, elementary counselors, psychologist interns, Class I lunchroom managers, assistant in business administration, and assistant in building program. Also, to be used in determining the base salary for the following classifications of personnel paid on a "teacher plus" basis: assistant coordinators, coordinating teachers, counselors, librarians, librarian-catalogers, teachers-in-charge, athletic directors, band directors, and coaches.

These salary schedules apply to teacher corps team leaders. Teacher corps team leaders shall receive an additional $1,000.

** See definitions of classes, page 28.

*** Maximum entering salary based on military service only.

(8) Maximum entering salary based on prior teaching experience, until August 1, 1972.

(b) Maximum entering salary based on prior teaching experience, effective August 1, 1972.
Maximum entering salary based on a combination of prior teaching experience and up to six (6) years of military service, until August 1, 1972.

Maximum entering salary based on a combination of prior teaching experience and up to six (6) years of military service, effective August 1, 1972.

Personnel whose salaries are derived from Class II through Class VI of these salary schedules will attain longevity-increment status and will be paid such an increment if they are in regular employment and if they meet the following eligibility requirements: (1) completion of 17 and 22 years of creditable service on this salary schedule (creditable service is defined as service credit granted at the time of last contract appointment and all years of creditable service subsequent to that appointment), and (2) satisfactory service at the time of eligibility for the longevity-increment.

C. SALARY SCHEDULES FOR CONTRACT TEACHERS WHO POSSESS A STANDARD CERTIFICATE AND WHO ARE QUALIFIED FOR REGULAR APPOINTMENT* (Effective Third Pay Period, 1973)

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Class II BA**</th>
<th>Class III BA +150 hrs.**</th>
<th>Class IV MA**</th>
<th>Class V MA +30**</th>
<th>Class VI Doctorate**</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>$7,770</td>
<td>$7,895</td>
<td>$8,640</td>
<td>$8,940</td>
<td>$9,775</td>
</tr>
<tr>
<td>1</td>
<td>8,155</td>
<td>8,280</td>
<td>9,025</td>
<td>9,325</td>
<td>10,160</td>
</tr>
<tr>
<td>2</td>
<td>8,540</td>
<td>8,665</td>
<td>9,410</td>
<td>9,710</td>
<td>10,545</td>
</tr>
<tr>
<td>3</td>
<td>9,115</td>
<td>9,240</td>
<td>9,985</td>
<td>10,285</td>
<td>11,120</td>
</tr>
<tr>
<td>4</td>
<td>9,500</td>
<td>9,625</td>
<td>10,395</td>
<td>10,695</td>
<td>11,530</td>
</tr>
<tr>
<td>5</td>
<td>9,885</td>
<td>10,010</td>
<td>10,780</td>
<td>11,080</td>
<td>11,915</td>
</tr>
<tr>
<td>6 ***</td>
<td>10,460</td>
<td>10,585</td>
<td>11,355</td>
<td>11,655</td>
<td>12,490</td>
</tr>
<tr>
<td>7</td>
<td>10,845</td>
<td>10,970</td>
<td>11,740</td>
<td>12,040</td>
<td>12,875</td>
</tr>
<tr>
<td>8</td>
<td>11,230</td>
<td>11,355</td>
<td>12,150</td>
<td>12,450</td>
<td>13,285</td>
</tr>
<tr>
<td>9 ❆</td>
<td>11,615</td>
<td>11,740</td>
<td>12,535</td>
<td>12,835</td>
<td>13,670</td>
</tr>
<tr>
<td>10 ❇/❈</td>
<td>12,000</td>
<td>12,125</td>
<td>12,920</td>
<td>13,220</td>
<td>14,055</td>
</tr>
<tr>
<td>11</td>
<td>12,385</td>
<td>12,510</td>
<td>13,305</td>
<td>13,605</td>
<td>14,440</td>
</tr>
<tr>
<td>12</td>
<td>12,770</td>
<td>12,895</td>
<td>13,715</td>
<td>14,015</td>
<td>14,850</td>
</tr>
<tr>
<td>17 #</td>
<td>13,225</td>
<td>13,350</td>
<td>14,170</td>
<td>14,470</td>
<td>15,305</td>
</tr>
<tr>
<td>22 #</td>
<td>13,595</td>
<td>13,720</td>
<td>14,540</td>
<td>14,840</td>
<td>15,675</td>
</tr>
</tbody>
</table>

* All personnel included under these schedules have an annual term of service of 195 days. Schedules apply to classroom teachers, teacher librarians, visiting teachers, home instructors, examiners, administrative aides, administrative interns, elementary counselors, psychologist interns, Class I lunchroom managers, assistant in business administration, and assistant in building program. Also, to be used in determining the base salary for the following classifications of personnel paid on a "teacher plus" basis: assistant coordinators, coordinating teachers, counselors, librarians, librarian-catalogers, teachers-in-charge, athletic directors, band directors, and coaches.
These salary schedules apply to teacher corps team leaders. Teacher corps team leaders shall receive an additional $1,000.

** See definitions of classes, page 28.

*** Maximum entering salary based on military service only.

(a) Maximum entering salary based on prior teaching experience, until August 1, 1973.

(b) Maximum entering salary based on a combination of prior teaching experience and up to six (6) years of military service.

(c) Maximum entering salary based on prior teaching experience, effective August 1, 1973.

Personnel whose salaries are derived from Class II through Class VI of these salary schedules will attain longevity-increment status and will be paid such an increment if they are in regular employment and if they meet the following eligibility requirements: (1) completion of 17 and 22 years of creditable service on this salary schedule (creditable service is defined as service credit granted at the time of last contract appointment and all years of creditable service subsequent to that appointment), and (2) satisfactory service at the time of eligibility for the longevity-increment.

(The salary increases provided for in all schedules shall be implemented subject to the limitations of Federal Wage Guidelines, Section 5705 of the Ohio Revised Code, which provides for a certificate of estimated revenue, and other statutes that may apply.)

D. SALARY SCHEDULES FOR CONTRACT TEACHERS WHO POSSESS A NON-STANDARD CERTIFICATE AND WHO ARE NOT QUALIFIED FOR REGULAR APPOINTMENT*

(Effective February 9, 1972)

<table>
<thead>
<tr>
<th>Years of Experience Credit</th>
<th>Class I No Degree**</th>
<th>Class I-A BA Degree**</th>
<th>Class I-B BA +150 hrs.**</th>
<th>Class I-C MA Degree**</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>$ 5,730</td>
<td>$ 6,150</td>
<td>$ 6,395</td>
<td>$ 6,760</td>
</tr>
<tr>
<td>1</td>
<td>5,950</td>
<td>6,395</td>
<td>6,670</td>
<td>7,070</td>
</tr>
<tr>
<td>2</td>
<td>6,170***</td>
<td>6,640</td>
<td>6,945</td>
<td>7,380</td>
</tr>
<tr>
<td>3</td>
<td>6,390</td>
<td>6,885</td>
<td>7,220</td>
<td>7,690</td>
</tr>
<tr>
<td>4</td>
<td>6,610</td>
<td>7,130</td>
<td>7,495</td>
<td>8,000</td>
</tr>
<tr>
<td>5</td>
<td>6,830</td>
<td>7,375</td>
<td>7,770</td>
<td>8,310</td>
</tr>
<tr>
<td>6</td>
<td>7,050</td>
<td>7,620</td>
<td>8,045</td>
<td>8,620</td>
</tr>
<tr>
<td>7</td>
<td>7,270</td>
<td>7,865</td>
<td>8,320</td>
<td>8,930</td>
</tr>
<tr>
<td>8</td>
<td>7,490</td>
<td>8,110***</td>
<td>8,595***</td>
<td>9,240***</td>
</tr>
<tr>
<td>9</td>
<td>7,710</td>
<td>8,355</td>
<td>8,870</td>
<td>9,550</td>
</tr>
<tr>
<td>10</td>
<td>7,930</td>
<td>8,600</td>
<td>9,145</td>
<td>9,860</td>
</tr>
<tr>
<td>11</td>
<td>8,150</td>
<td>8,845</td>
<td>9,420</td>
<td>10,170</td>
</tr>
<tr>
<td>12</td>
<td></td>
<td></td>
<td></td>
<td>10,480</td>
</tr>
</tbody>
</table>

* All personnel included under these schedules have an annual term of service of 195 days. Schedules apply to classroom teachers, teacher librarians, visiting teachers, home instructors, examiners, administrative aides, administrative interns, elementary counselors,
psychologist interns, Class I lunchroom managers, assistant in business administration, and assistant in building program. Also, to be used in determining the base salary for the following classifications of personnel paid on a "teacher plus" basis: assistant coordinators, coordinating teachers, counselors, librarians, librarian-catalogers, teachers-in-charge, athletic directors, band directors, and coaches. Home instructors shall be paid at the rate of the eighth step in the Class I schedule, ten-month work year, 117 hours per month, subject to assignment.

** See definitions of classes, pages 28 and 29.

*** Entering salary step placement required to meet provisions of the state law for a teacher with ten (10) years of creditable service.

Note: For purposes of determining salaries under Sections C and D for positions in non-public school programs (excluding supplemental contracts) salary amounts on these schedules are to be multiplied by the ratio by which the number of session days and required meeting days plus six (6) holidays, bears to the days of service for the comparable position in the Cincinnati Public Schools.

D. SALARY SCHEDULES FOR CONTRACT TEACHERS WHO POSSESS A NON-STANDARD CERTIFICATE AND WHO ARE NOT QUALIFIED FOR REGULAR APPOINTMENT*
(Effective July 1, 1972)

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Class I No Degree**</th>
<th>Class I-A BA Degree**</th>
<th>Class I-B BA +150 hrs.**</th>
<th>Class I-C MA Degree**</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>$ 5,945</td>
<td>$ 6,400</td>
<td>$ 6,645</td>
<td>$ 7,010</td>
</tr>
<tr>
<td>1</td>
<td>6,175</td>
<td>6,645</td>
<td>6,920</td>
<td>7,330</td>
</tr>
<tr>
<td>2</td>
<td>6,405</td>
<td>6,890</td>
<td>7,205</td>
<td>7,650</td>
</tr>
<tr>
<td>3</td>
<td>6,635</td>
<td>7,140</td>
<td>7,490</td>
<td>7,970</td>
</tr>
<tr>
<td>4</td>
<td>6,865***</td>
<td>7,395</td>
<td>7,775</td>
<td>8,290</td>
</tr>
<tr>
<td>5</td>
<td>7,095</td>
<td>7,650</td>
<td>8,065</td>
<td>8,610</td>
</tr>
<tr>
<td>6</td>
<td>7,325</td>
<td>7,905</td>
<td>8,355</td>
<td>8,930</td>
</tr>
<tr>
<td>7</td>
<td>7,555</td>
<td>8,160</td>
<td>8,645</td>
<td>9,250</td>
</tr>
<tr>
<td>8</td>
<td>7,785</td>
<td>8,415</td>
<td>8,935</td>
<td>9,570</td>
</tr>
<tr>
<td>9</td>
<td>8,015</td>
<td>8,670</td>
<td>9,225</td>
<td>9,890</td>
</tr>
<tr>
<td>10</td>
<td>8,245</td>
<td>8,925***</td>
<td>9,515***</td>
<td>10,210***</td>
</tr>
<tr>
<td>11</td>
<td>8,475</td>
<td>9,180</td>
<td>9,805</td>
<td>10,530</td>
</tr>
<tr>
<td>12</td>
<td></td>
<td></td>
<td></td>
<td>10,850</td>
</tr>
</tbody>
</table>

* All personnel included under these schedules have an annual term of service of 195 days. Schedules apply to classroom teachers, teacher librarians, visiting teachers, home instructors, examiners, administrative aides, administrative interns, elementary counselors, psychologist interns, Class I lunchroom managers, assistant in business administration, and assistant in building program. Also, to be used in determining the base salary for the following classifications of personnel paid on a "teacher plus" basis: assistant coordinators, coordinating teachers, counselors, librarians, librarian-catalogers, teachers-in-charge, athletic directors, band directors, and coaches. Home instructors shall be paid at the rate of the eighth step in the Class I schedule, ten-month work year, 117 hours per month, subject to assignment.
** See definitions of classes, pages 28 and 29.

*** Entering salary step placement required to meet provisions of the state law for a teacher with ten (10) years of creditable service.

**Note:** For purposes of determining salaries under Sections C and D for positions in non-public school programs (excluding supplemental contracts) salary amounts on these schedules are to be multiplied by the ratio by which the number of session days and required meeting days plus six (6) holidays, bears to the days of service for the comparable position in the Cincinnati Public Schools.

### E. SALARY SCHEDULES FOR CERTIFICATED PERSONNEL WHO RECEIVE SALARY FOR SPECIAL ASSIGNMENTS IN ADDITION TO THE REGULAR TEACHERS' SALARY
(Effective February 9, 1972)

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary*</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>215 Days of Service</strong></td>
<td></td>
</tr>
<tr>
<td>Coordinating Teacher</td>
<td>T + 300 + 8% /a</td>
</tr>
<tr>
<td>Counselor</td>
<td>T + 10% /a</td>
</tr>
<tr>
<td>Librarian-Cataloger</td>
<td>T + 10% /a</td>
</tr>
<tr>
<td><strong>205 Days of Service</strong></td>
<td></td>
</tr>
<tr>
<td>Assistant Coordinator</td>
<td>T + 650</td>
</tr>
<tr>
<td>Librarian</td>
<td>T + 5% /b</td>
</tr>
<tr>
<td><strong>195 Days of Service</strong></td>
<td></td>
</tr>
<tr>
<td>Coordinating Teacher</td>
<td>T + 300</td>
</tr>
<tr>
<td>Teacher-in-charge</td>
<td>T + 250</td>
</tr>
</tbody>
</table>

* "T" used in the salary column signifies the salary to which the person would be entitled according to the Teachers' Salary Schedules in Sections C and D.

/a/ Additional percent of annual base salary as indicated is to be paid for extended service of twenty (20) days, until August 1, 1972 (see note below).

/b/ Additional percent of annual base salary as indicated is to be paid for extended service of ten (10) days, until August 1, 1972 (see note below).

**Note:** Effective August 1, 1972, all teachers on this schedule qualified under a/ and b/ above shall receive pay for extended services beyond the teacher's 195 day contract on a daily rate based upon proper placement on the Teachers' Salary Schedules in Section C and D.
F. SCHEDULE OF ATHLETIC ACTIVITIES AND MAXIMUM NUMBER OF HOURS FOR WHICH COACHES MAY BE COMPENSATED*

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary Effective Until August 1, 1972</th>
<th>Salary Effective August 1, 1972</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior High</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Athletic Director</td>
<td>$ 975 /1</td>
<td>$ 1,045 /1</td>
</tr>
<tr>
<td>Head Varsity Football Coach</td>
<td>1,300 /2</td>
<td>1,390 /2</td>
</tr>
<tr>
<td>Asst. Varsity Football Coach</td>
<td>950 /2</td>
<td>1,015 /2</td>
</tr>
<tr>
<td>Reserve Football Coach</td>
<td>700 /2</td>
<td>750 /2</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Maximum Number of Hours Per Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Varsity Basketball Coach</td>
</tr>
<tr>
<td>Reserve Basketball Coach</td>
</tr>
<tr>
<td>Intramurals Coach-in-charge</td>
</tr>
<tr>
<td>Intramurals Coach</td>
</tr>
<tr>
<td>Varsity Wrestling Coach</td>
</tr>
<tr>
<td>Varsity Gymnastics Coach</td>
</tr>
<tr>
<td>Varsity Baseball Coach</td>
</tr>
<tr>
<td>Varsity Track Coach</td>
</tr>
<tr>
<td>Varsity Swimming Coach</td>
</tr>
<tr>
<td>Varsity Cross-Country Coach</td>
</tr>
<tr>
<td>Varsity Tennis Coach</td>
</tr>
<tr>
<td>Varsity Golf Coach</td>
</tr>
</tbody>
</table>

| Junior High                          |                                      |                                |
| Head Football Coach                  | 150 /2                               |
| Football Coach                       | 150 /2                               |
| Head Basketball Coach                | 161 /3                               |
| Intramurals Coach                    | 140                                  |
| Head Gymnastics Coach                | 82                                   |
| Head Track Coach                     | 63                                   |
| Head Cross-Country Coach             | 50                                   |

* The following criteria are applicable to the compensation for activities authorized in this schedule: (a) the teacher must be assigned to extra duty and be under a supplemental contract for the position; (b) the assignment must be performed either before or after the regular school day; and, (c) the teacher must be working with pupils.

1/ Amount specified includes pay for supervising assigned activities related to the position before and after the regular school year.

2/ Hours or salary include the responsibilities of practices and conditioning before the regular school year.

3/ Hours include the responsibilities for practices during holidays.
Note: All positions on this schedule designated with Maximum Number of Hours Per Activity are to be compensated at three dollars ($3.00) per hour, until August 1, 1972.

Effective August 1, 1972, such positions shall be compensated at three dollars twenty cents ($3.20) per hour.

G. SCHEDULE OF EXTRA-CURRICULAR ACTIVITIES AND MAXIMUM NUMBER OF HOURS FOR WHICH TEACHERS MAY BE COMPENSATED*

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary Effective Until August 1, 1972</th>
<th>Salary Effective August 1, 1972</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior High</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Band Director</td>
<td>$ 635 /1</td>
<td>$ 680 /1</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maximum Number of Hours Per Activity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Choral Director</td>
<td>120 /2</td>
<td></td>
</tr>
<tr>
<td>Debate</td>
<td>40</td>
<td></td>
</tr>
<tr>
<td>Dramatics</td>
<td>50 /3</td>
<td></td>
</tr>
<tr>
<td>Newspaper Advisor</td>
<td>120</td>
<td></td>
</tr>
<tr>
<td>Orchestra Director</td>
<td>70 /2</td>
<td></td>
</tr>
<tr>
<td>Producer/Director of Annual Show</td>
<td>40</td>
<td></td>
</tr>
<tr>
<td>Yearbook Advisor</td>
<td>120</td>
<td></td>
</tr>
<tr>
<td>Student Council</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>Visual Aids</td>
<td>80</td>
<td></td>
</tr>
<tr>
<td>Stage Manager</td>
<td>150</td>
<td></td>
</tr>
</tbody>
</table>

| Junior High                       |                                       |                               |
| Band Director                     | 40                                    |                               |
| Choral Director                   | 30                                    |                               |
| Newspaper Advisor                 | 40 /4                                 |                               |
| Orchestra Director                | 25                                    |                               |
| Producer/Director of Annual Show  | 10                                    |                               |
| Student Council                   | 15                                    |                               |
| Visual Aids                       | 40                                    |                               |

| Elementary                        |                                       |                               |
| Choral Director                   | 50                                    |                               |
| Extended Physical Education       | 70                                    |                               |
| Safety Patrol Sponsor             | 40                                    |                               |

* The following criteria are applicable to the compensation for activities authorized in this schedule: (a) the teacher must be assigned the extra duty and be under contract for the position; and (b) the assignment must be performed either before or after the regular school day; or (c) a teacher who is given one (1) unassigned period to work on an extra pay activity shall have one (1) hour per school day deducted from the maximum number of hours allocated for the position. An unassigned period is defined as a scheduled period of time wherein the only purpose in meeting is to produce an extra-curricular activity.
1/ Amount specified includes pay for necessary practice before the regular school year and assistance with the annual school show.

2/ Hours specified include time to assist with the annual show.

3/ Hours specified include time to direct a minimum of two (2) productions during the school year, and to assist with the annual show.

4/ Hours specified include time to publish a minimum of eight (8) issues.

Note: All positions on this schedule designated with Maximum Number of Hours Per Activity are to be compensated at three dollars ($3.00) per hour, until August 1, 1972.

Effective August 1, 1972, such positions shall be compensated at three dollars twenty cents ($3.20) per hour.

H. SALARY SCHEDULES FOR WEEKLY, DAILY, AND HOURLY RATES FOR TEACHERS
(Effective February 9, 1972)

<table>
<thead>
<tr>
<th>Position</th>
<th>Period</th>
<th>Salary Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Substitute Teachers: /a</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Class &quot;A&quot;</td>
<td>Daily</td>
<td>$26.00 - 28.00 /b</td>
</tr>
<tr>
<td>Class &quot;B&quot;</td>
<td>Daily</td>
<td>23.50 - 25.50 /b</td>
</tr>
<tr>
<td>Home Instructor</td>
<td>Hourly</td>
<td>6.00</td>
</tr>
</tbody>
</table>

Extended Employment:

<table>
<thead>
<tr>
<th>Position</th>
<th>Period</th>
<th>Salary Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teacher</td>
<td>Hourly</td>
<td>6.00 - 7.30 /c</td>
</tr>
<tr>
<td>Substitute Teacher</td>
<td>Hourly</td>
<td>6.00 - 7.30 /c</td>
</tr>
<tr>
<td>Coordinator</td>
<td>Hourly</td>
<td>7.90</td>
</tr>
<tr>
<td>Teacher-in-charge</td>
<td>Hourly</td>
<td>8.55</td>
</tr>
<tr>
<td>Lunchroom Manager</td>
<td>Hourly</td>
<td>7.30</td>
</tr>
</tbody>
</table>

Summer School:

<table>
<thead>
<tr>
<th>Position</th>
<th>Period</th>
<th>Salary Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teacher</td>
<td>Hourly</td>
<td>6.40</td>
</tr>
<tr>
<td>Substitute Teacher</td>
<td>Hourly</td>
<td>6.40</td>
</tr>
<tr>
<td>Coordinator</td>
<td>Hourly</td>
<td>7.40</td>
</tr>
</tbody>
</table>

Special Assignment          | Daily    | /d         |

a/ Class "A" substitute is any person meeting in all respects the requirements as to amount and quality of training which are specified in the Rules and Regulations for appointment as a regular teacher, or any former regular teacher who has retired from service after ten (10) years or more of teaching in the Cincinnati Public Schools. Class "B" substitutes - all other persons.

b/ The higher rate is paid after ten (10) days of continuous service in any assignment, for any duration of the assignment only.
c/ The lower rate is paid whenever a teacher is assigned tutorial duties.

d/ Any certificated employee whose work assignment is continued on a full-time basis in the same or a comparable position beyond his normal term of employment shall be paid at the same rate as is applicable to the normal term of employment in the contract year in which the extended time falls.
Approx 3000 Teaching
? on membership

[Signature]