



**MASTER CONTRACT BETWEEN
THE EASTON VALLEY COMMUNITY
SCHOOL DISTRICT
AND THE EASTON VALLEY
EDUCATION ASSOCIATION**

2026 - 2027



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PREAMBLE

"The Board of Directors of Easton Valley School District hereinafter referred to as the "Board" and the Easton Valley Education Association hereinafter referred to as the "Association" recognize that the aim of the public schools is to provide a quality education program for children and youth of the School District. The parties further recognize that attainment of this educational objective is a joint responsibility of the Board, the Administrative and supervisory staff, the professional teaching personnel of the District, the parents of the students and the community at large."

Whereas the parties have reached certain understandings, which they desire to confirm in this Agreement pursuant to the Public Employment Relations Act of 1974, it is agreed as follows:

ARTICLE 1 RECOGNITION

The Board of Directors of the Easton Valley School District, hereinafter referred to as the "Board", recognizes the Easton Valley Education Association, hereinafter referred to as the "Association", as the sole and exclusive negotiating agent for:

- A. All full-time and part-time certified teachers. These teachers must be contracted for at least four (4) months.
- B. Certified Special Education and Remedial teachers. These teachers must be contracted for at least four (4) months.
- C. Certified Guidance Counselors.
- D. Certified Librarians.
- E. Nurse
- F. Social Worker

Hereinafter referred to as employees.

Employees with a continuing contract are deemed to be contracted for at least four (4) months.

ARTICLE 2 GRIEVANCE PROCEDURE

SECTION 1

A grievance shall mean a claim by a grievant that there has been an alleged violation, misinterpretation, or a misapplication of the terms of this Agreement.

SECTION 2

- A. Every employee covered by this Agreement and/or the Association shall have the right to present grievances in accordance with these procedures or have the Association represent the employee.
- B. The failure of an employee or the Association to act on any grievance within the prescribed time limits will act, as bar to any further appeal and an administrator's failure to give a decision within the time limits, shall permit the grievant to proceed to the next step. The time limits however may be extended by mutual agreement.

- C. It is agreed that any Investigation or other handling or processing of any grievance by the grieving employee or the Association shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grieving employee or of the staff.

SECTION 3

- A. FIRST STEP

An attempt shall be made to resolve any grievance in an informal, verbal discussion between complainant and his/her Principal, but such complaint must be brought forward within twenty (20) calendar days of the occurrence.

- B. SECOND STEP

If the grievance cannot be resolved informally, the aggrieved employee and/or the Association shall file the grievance in writing and at a mutually agreeable time, discuss the matter with the Principal. The written grievance shall state the nature of the grievance, the specific clause or clauses of the grievance and the remedy requested. The filing of the formal, written grievance at the second step must be within seven (7) calendar days from the discussion of the informal hearing of the grievance. The Principal shall make a decision on the grievance and communicate it in writing to the employee, the Association and the Superintendent within seven (7) calendar days after receipt of the grievance. However, school holidays and vacations shall not be considered as "calendar days".

- C. THIRD STEP

In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved employee and/or the Association shall file, within seven (7) calendar days of the Principal's written decision at the second step, a copy of the grievance with the Superintendent. Within twelve (12) calendar days after such written grievance is filed, the aggrieved and the Superintendent or his/her designee shall meet to resolve the grievance. The Superintendent or his/her designee shall file an answer within twelve (12) calendar days of the third step grievance meeting and communicate it in writing to the employee and the Principal.

- D. FOURTH STEP

If the grievance is not resolved satisfactorily at third step, there shall be available a fourth step of impartial binding arbitration. The Association may submit in writing a request on behalf of the Association and the grieving employee to the Superintendent, within thirty (30) days from receipt of the Step Four answer to enter into such arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the two parties within four (4) dates

after said notice is given. If the two parties fail to reach agreement on an arbitrator within four (4) days, the Public Employment Relations Board will be requested to provide a list of seven (7) arbitrators. Each of the two parties will alternately strike one name at a time from the list until only one shall remain. The remaining name shall be the arbitrator. The party striking first will be determined by random selection.

Expenses of the arbitrator's services shall be borne equally by the School District and the Association. The decision of the arbitrator regarding a grievance shall be submitted in writing within thirty (30) calendar days following the close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to an extension. The decision of the arbitrator shall be binding on the parties. The arbitrator shall have no power to alter, change, detract from or add to the provisions of this Agreement, but shall have power only to apply and interpret the provisions of this Agreement to the settlement of issues and grievances arising hereunder.

SECTION 4

All meetings and hearings under this procedure shall be conducted in private and shall include only witnesses, the Grievant, and their designated or selected representatives heretofore referred to in this Article.

ARTICLE 3 ASSOCIATION RIGHTS

- A. The Association and its members shall have the right to make use of school buildings and facilities for Association use at all reasonable hours for meetings and any equipment including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and all types of audio visual equipment when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incidental to such use. The principal of the building shall be notified of the time and place of all meetings at least twenty-four (24) hours in advance of the meeting.
- B. The Association shall have the right to use faculty mailboxes for a reasonable volume of appropriate announcements relating to the conduct of the Association's business on behalf of the employees.
- C. An affiliate of the Association may conduct official business on school property at reasonable times with a maximum of two (2) visits per week. The two (2) visit limitation will not apply to visits before classes start or after classes are dismissed. The Association affiliate shall comply with the same regulations as the other visitors to the building.

- D. The Board shall place on the agenda of each regular Board meeting any matter brought for its consideration by the Association, if such items are brought to the attention of the Superintendent three (3) school days prior to the regularly scheduled meeting.
- E. The Association and/or employee may consult with the Board to express their opinion on pending or previous Board policies, procedures and programs.
- F. In the event that fact-finding or arbitration needs to be scheduled during the regular school hours, affected employees will be released with no loss of pay.
- G. The local president(s), vice president and association members of the teacher's association will meet with the superintendent to discuss the scheduling and placement of professional development and compensation days on the calendar.

ARTICLE 4 HEALTH PROVISIONS

- A. The local board shall require each employee to file with the local board, after an offer of employment is made and before or within six weeks of the beginning of teacher in-service, certification of fitness to perform the tasks assigned which shall be in the form of a written report of a physical examination by a licensed physician and surgeon, osteopathic physician and surgeon, osteopath, or qualified doctor of chiropractic, licensed physician assistant, or advanced registered nurse practitioner. The Board will reimburse employees from the paid bill up to the maximum of forty (\$40.00) not paid by insurance.
- B. The employer shall include in its blood borne pathogens exposure control plan Hepatitis B vaccination for all employees wanting it, post-exposure evaluation, and follow-up evaluation. These will be done by the school nurse upon request.

ARTICLE 5 OTHER FACILITIES AND EQUIPMENT

Each employee covered by this Agreement shall have keys to the building, his/her classroom, and the instructional facilities as deemed necessary by the building administrator during non-school hours.

ARTICLE 6 PROFESSIONAL DEVELOPMENT AND EDUCATION IMPROVEMENT

PROFESSIONAL CONFERENCES

The Board of Education agrees to provide a pool of at least four thousand (\$4,000) dollars to be paid to employees for staff development. This includes professional conference expenses and curriculum stipend.

Written requests will be made to the principal and returned to the employee prior to the closing of registration. For professional conference expenses, such as registration, lodging, travel, and meals, employees will provide to the building principal receipts for expenses claimed. Requests for staff development workshops must follow the school district's CSIP goals.

The Board of Education agrees to provide a pool of at least one thousand (\$1,000) dollars to be paid to employees for curriculum development. The curriculum stipend will be determined by a committee consisting of the curriculum director, building principal, and two teachers.

This shall be inoperable so long as the District is receiving Teacher Quality Professional Development dollars.

ARTICLE 7 LUNCH PERIOD

Employees shall have a daily, uninterrupted, duty-free lunch period equal to that of their students.

ARTICLE 8 IMPROVEMENT OF INSTRUCTION

A. REQUEST OF OBSERVATION

Upon his/her request the employee will be granted a minimum of two (2) observations per school year of no less than thirty (30) minutes each. These observations shall be conducted solely for the purpose of improvement of professional performance and as a means of assuring the competent educational techniques.

B. CONFERENCES

Prior to the time of observation the teacher and the principal shall meet to mutually agree upon a time for the observation, to discuss methods to be used during the observation, and to discuss areas of concern during the observation.

Within three (3) school days after the observation, the teacher and the principal shall meet to discuss the observation. The employee shall be presented with a written observation report containing the specific area where improvement could be obtained.

Any commendations would be included in this report and a copy given to employee signed by the Administrator.

ARTICLE 9 EMPLOYEE WORK YEAR

A. REGULAR CONTRACT

The current contract is based upon 186 days. Any days added to the contract beyond the 186 days shall be paid at the per diem rate.

B. DEFINITION OF IN-SCHOOL WORK YEAR

The in-school work year shall include days when pupils are in attendance, orientation days, and any other days on which employee attendance is required.

C. NON-ATTENDANCE

Employee attendance shall not be required whenever student attendance is not required due to inclement weather, early pupil dismissal prior to holidays, or other emergency closings. No employee shall be required to be in attendance on a Sunday. Employees may, however, volunteer to help with school activities on a Sunday, such as supervising students, etc.

D. IN-SERVICE

All in-services shall be planned by an In-Service committee. The committee shall be composed of three (3) persons appointed by the Board and three (3) teachers appointed by the Association. If the committee fails to reach a decision, the decision of the Superintendent shall be final.

E. PAID HOLIDAYS

Thanksgiving, Christmas and New Year's Day will be considered paid holidays and part of the 186 contract days for staff.

ARTICLE 10 SUMMER SCHOOL POSITIONS

- A. All summer school teaching jobs/openings shall be posted in a prominent place in the teacher workroom of the high school and the office of the elementary building.
- B. Positions shall be awarded based upon certification and seniority. (The most senior certified employee should be awarded the position.)

- C. Each year when the District determines a salary or per diem for summer school teaching the same shall be distributed as an addendum to the Contract.

ARTICLE 11 LEAVES

A. TEMPORARY LEAVES

1. The following schedule of temporary leave shall be extended to all employees covered by this Agreement:

First Year.....	14 days
Second Year.....	15 days
Third Year.....	16 days
Fourth Year.....	17 days
Fifth Year.....	18 days
Sixth Year and Every Year Thereafter.....	19 days

2. Unused temporary leave shall be accumulative to one hundred thirty (130) days.
- i. Employees shall be permitted to utilize their accumulated paid sick leave in the event the employee must take Family and Medical Leave to care for their spouse or dependent. Paid leave may also be used for an employee's parent if they live in the household or the employee holds power of attorney for the parent.
- Up to five days of temporary leave may be used in the event of a death in the immediate family. Three days may be used for serious illness Up to five days of temporary leave may be used for serious illness or death of the immediate family. 3 days may be used for serious illness or death for non-family for each school year with documentation. Your absence request must be submitted before your absence unless a verbal approval is given.
3. Upon request, employees shall be given a written accounting of accumulated temporary leave.

An employee who is unable to work because of an immediate family illness and has exhausted the 5 days of temporary leave shall be granted a leave of absence without pay for the duration of such illness for the balance of the current contract year. Such a leave of absence may be extended by a decision of the Board. The Board agrees to continue all fringe benefits provided for by this Agreement for the duration of this leave.

4. Sick leave shall not be used for elective or cosmetic surgery without a doctor's statement of need.
5. Temporary medical disability, the state of being unable to perform your duties because of a mental or physical disability, is always sick leave. Conditions other than being unable to work such as routine visits, checkups, and/or testing should be scheduled outside the school day or personal leave should be used. Call back appointments or medical appointments that can not be scheduled outside the school day would qualify as sick leave with the determination made by the employee.
6. Employees may take temporary leave in one-hour increments.

B. PERSONAL LEAVE

1. A leave of absence for up to three (3) full days with full salary shall be available per employee for each school year. The employee shall submit written notification of his/her intent to use such leave twenty-four (24) hours in advance except in the case of an emergency and then the employee must notify his/her building principal. Two teachers per building may use personal days on pre or post holidays or vacation days. Exceptions may be granted on an individual emergency basis.
2. Unused personal leave shall be accumulative to six (6) days.
3. The building administrator may request the reason for the personal days.
4. Whenever an employee will lose a personal day due to a limit on accumulation, the employee will be paid for the day at the then existing substitute teacher pay rate.
5. Twelve (12) month employees shall have three (3) personal leave days per year, accumulative to five days.
6. Personal days may not be used in the first week or the last week of the district calendar unless authorized by the administration.

C. ASSOCIATION LEAVE

An employee who must be absent from his/her regular instructional duties for the purpose of attending delegate meetings and/or business functions of the local area (JDC) of the State or National Education Association shall pay their own substitutes during their absences, but shall not have any pay deducted. This Association leave will be limited to a maximum of five (5) total school days per year. These five (5) days may be used by one (1) or more employees.

D. GENERAL LEAVE

Upon application to the Superintendent of Schools or his/her designee, the employee may be granted an unpaid leave of absence for up to one year pending suitable replacement. Leaves should be requested to coincide with normal breaks in the school year (quarters and/or semesters). Exceptions may be granted on an individual emergency basis.

ARTICLE 12 EMPLOYEE SALARY

- ☐ All staff governed under this master contract move to the state minimums in accordance with the law.
- ☐ Teachers who have taught for a minimum of twelve (12) years prior to the start of the 2026- 2027 school year will move to \$62,500.
- ☐ Any teacher who completed a masters program in the area of education prior to August 31, 2026 will receive an additional \$1,500 in salary, for each contract year until their employment ends at Easton Valley Community School District.
- ☐ Add \$1,000 to the salary of teachers returning to teach for the 2026-2027 school year

A. BASE SALARY

0-12 Years Taught	13+ Years Taught
\$50,000	\$62,500

- B. If an employee is to have his/her salary reduced it shall be at the rate of one-one hundred eighty six (1/186th) of their regular salary as shown on schedule A.
- C. Extended Contract Rate of Pay: Employees working beyond the normal work year shall be paid at the rate of \$35 per hour for certified staff.
- D. In the event a substitute teacher cannot be secured, any teacher assigned to cover a class during his/her preparation period or free period at the high school shall be paid at a proportional rate equivalent to \$35 per hour.
- E. Each employee shall be paid on the 15th and 30th of each month in equal installments. Employees shall receive their checks at their regular building on payday. When a pay date falls on a school holiday, or on a weekend, employees shall receive their paychecks on the last previous working day.

ARTICLE 13 SCHOOL NURSE

A. NURSE SALARY

The hourly salary for the nurse shall increase by the same percentage as the total package increase received by certified staff. The hourly rate for 2026 - 2027 shall be \$28.92, which reflects the total package increase received by the certified staff.

Nurses who are eligible and meet the criteria to receive the Teacher Quality Compensation Funds, shall receive payment based on the base amount of teacher quality compensation funds (TSS) according to the combined salary schedule. TSS monies will be paid out in the following manner: base amount TSS divide by 180 = daily TSS amount divided by 8 = hourly increment.

B. HOLIDAYS

The school nurse shall receive the following six (6) paid holidays when they fall within the regular contracted year: Labor Day, Thanksgiving, Christmas, New Years, Easter, and Memorial Day.

ARTICLE 14 TEACHING WORKDAY

The normal teaching workday for employees covered by this Agreement shall be 7 hours and 45 minutes. On days preceding holidays, early outs, and Fridays, employees will be allowed to leave as soon as the buses leave. Requests for exception must be submitted to the building principal.

ARTICLE 15 COMPLIANCE CLAUSES AND DURATION

A. Any individual contract between the Board and an individual employee, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this agreement.

B. RELEASE FROM CONTRACT

A teacher wishing to be released from his/her contract must submit a letter to the district no later than June 30th.

C. SEPARABILITY

Should any article, section or clause of this agreement be declared illegal by a court of competent jurisdiction, then article, section, or clause shall be deleted from this Agreement to the extent that it violated the law. The Board and the Association shall enter into negotiation within thirty (30) days to replace said provision. The remaining articles, sections and clauses shall remain in full force and effect.

D. DURATION PERIOD

This agreement on language shall be effective July 1, 2026, and shall continue in effect until June 30, 2028. The district and the EVEA can elect to open up two articles of language for discussion each year this contract on language is in effect. During the terms of this agreement all articles shall remain current contract, except for the following:

The parties agree that ARTICLE 12 EMPLOYEE SALARY, ARTICLE 13 SCHOOL NURSE, & SCHEDULE B shall be open to negotiate base wages each year.

E. SIGNATURE CLAUSE

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators and their signatures placed thereon, signifying the agreement that was reached on the 18th day of March 2026.

EASTON VALLEY
EDUCATION ASSOCIATION

 7/1/26
Derek Eriwin
EVEA Co-President

EASTON VALLEY COMMUNITY
SCHOOL BOARD


Seth Lawson, President
Easton Valley Board of Education



Chris Fee
Superintendent

SCHEDULE B EXTRA DUTIES PAY SCHEDULE

