

ARTICLE 6 WORK YEAR

6.1 Except as provided by Article 16, paid extended responsibility assignments, paid extra duty assignments, and voluntary attendance at in-service classes are excluded from this Article and are covered by Article 16 and Appendix B.

6.2 Standard Work Year

6.2.1 The standard work year for ~~professional educators~~ bargaining unit members for all grade levels shall be 193 contract days consisting of:

6.2.1.1 176 instructional days

6.2.1.2 Four and one half (4 ½) planning days

6.2.1.3 Four (4) grading days

6.2.1.4 Two and one half (2-1/2) Professional Development Days

6.2.1.5 Six (6) paid holidays or seven (7) paid holidays for those ~~professional educators~~ bargaining unit members whose work year extends over Juneteenth

6.2.2 The traditional state-wide in-service day shall not be part of the standard work year.

6.3 Extended/Reduced Work Year

~~6.3.1 The District, at its discretion, may extend the contract year for professional educators who work in schools identified by ODE for~~

~~comprehensive or targeted support by up to three (3) one (1) additional professional development days paid at the professional educator’s per diem rate of pay. These days shall be scheduled contiguous to the standard school year through a collaborative process between the professional educators and the building administration. This section may be extended to professional educators for two (2) years after the comprehensive/targeted support designation has ended.~~

**~~FOR THE 2026-27 SCHOOL YEAR, THIS LANGUAGE WILL NOT BE USED BY THE~~**

**~~DISTRICT.~~** The District, at its discretion, may extend the contract year for professional educators who work in schools identified by ODE for comprehensive or targeted support by up to three (3) additional professional development days paid at the professional educator’s per diem rate of pay. These days shall be scheduled contiguous to the standard school year through a collaborative process between the professional educators and the building administration. This section may be extended to professional educators for two (2) years after the comprehensive/targeted support designation has ended.

~~6.3.2 The District shall determine the number of additional contract days in a 6.3.1 prior to the beginning of the staffing process in the preceding school year.~~

~~The District shall determine the number of additional contract days in a 6.3.1 prior to the beginning of the staffing process in the preceding school year.~~

6.3.3 Professional educators **Bargaining unit members working** in schools that have a change in grade levels (e.g.: newly converted middle schools or newly converted PK-5 feeder schools) shall have mandatory additional paid professional development days added to their contract year. This only applies to the school year of the conversion. Added days shall be as follows:

6.3.3.1 Newly converted middle schools: two (2) additional professional development days.

6.3.3.2 PK-5 feeder schools: one (1) additional professional development day.

1 6.3.3.3 Other schools: The District and PAT shall meet to determine if the  
2 number of added professional development days shall be one (1)  
3 or two (2). If no consensus is reached, one (1) day shall be  
4 added.

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6 6.3.3.4 Added days shall be compensated at the - bargaining unit members  
7 per diem rate of pay.

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10 6.3.3.5 The District shall include the additional professional development  
11 days in the annual calendar and notify the professional educators  
12 bargaining unit members assigned to work in these buildings at  
13 least three months in advance of these days unless newly hired  
14 or transferred to the schools within a shorter time period. If  
15 professional educators bargaining unit members do not receive  
16 the three-month notice, they are not required to attend the added  
17 professional development days and shall follow the standard  
18 published calendar.

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21 6.3.4 Sections 6.3.1 – 6.3.3 are meant to extend the contract year for all  
22 positions.

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24 6.3.5 New Professional Educators ~~and Service Providers~~ School Counselors,  
25 Social Workers, School Psychologists, Speech Language Pathologists, Board Certified Behavior  
26 Analyst, Comprehensive School Psychologists, and Restorative Justice Coordinators.

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28 New Professional Educators, *School Counselors, Social Workers, School Psychologists*

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31 6.3.5.1 New Professional Educators ~~and Service Providers~~ School  
32 Counselors, Social Workers, School Psychologists, Speech Language Pathologists, Board  
33 Certified Behavior Analyst, Comprehensive School Psychologists, and Restorative Justice  
34 Coordinators Orientation

35 New Professional Educators, *School Counselors, Social Workers, School Psychologists*

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38 Newly hired professional educators, ~~and Service Providers~~  
39 School Counselors, Social Workers, School Psychologists, Speech  
40 Language Pathologists, Board Certified Behavior Analyst, Comprehensive  
41 School Psychologists, and Restorative Justice Coordinators.

1 shall be required to attend one orientation day which shall be  
2 paid at the ~~professional educator's~~ **bargaining unit members** per  
3 diem rate of pay. At least one-half of the day shall be dedicated  
4 to the basic practical details of employment including but not  
5 limited to key contract provisions, substitute teacher finder,  
6 attendance and record keeping, leaves of absence, hardware and  
7 software requests and setup, etc.  
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10 The Association and the District Human Resources  
11 Department shall jointly create the agenda and jointly  
12 coordinate the presentation of material on this day. In addition,  
13 the Association shall continue to be afforded at least one (1)  
14 hour of time on the agenda to meet with the new professional  
15 educators, ~~and Service Providers~~ **School Counselors, Social**  
16 **Workers, School Psychologists, Speech Language Pathologists, Board**  
17 **Certified Behavior Analyst, Comprehensive School Psychologists, and**  
18 **Restorative Justice Coordinators.**

19 . The new professional educator , ~~and Service Providers~~  
20 **School Counselors, Social Workers, School Psychologists, Speech**  
21 **Language Pathologists, Board Certified Behavior Analyst, Comprehensive**  
22 **School Psychologists, and Restorative Justice Coordinators** orientation  
23 shall be scheduled within one (1) week preceding the beginning  
24 of the standard work year and again on the statewide in-service  
25 day for those who have not previously attended this orientation.  
26 No other meetings shall be scheduled on the orientation day.  
27 Additional new professional educator ~~and Service Providers~~  
28 **School Counselors, Social Workers, School Psychologists, Speech**  
29 **Language Pathologists, Board Certified Behavior Analyst, Comprehensive**  
30 **School Psychologists, and Restorative Justice Coordinators** orientations  
31 may be scheduled by mutual agreement between the parties.  
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34 The Association will receive (60) minutes with newly hired  
35 bargaining unit members who did not attend the New Employee  
36 Orientation at the start of the School Year. This orientation will  
37 occur monthly and all new employees shall be directed to  
38 attend. All new hires and designated Association  
39 representatives who attend the orientation shall not suffer a loss  
40 of pay or benefits.  
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2 Newly employed professional educators a, ~~and Service~~  
3 ~~Providers~~—School Counselors, Social Workers, School Psychologists,  
4 Speech Language Pathologists, Board Certified Behavior Analyst,  
5 Comprehensive School Psychologists, and Restorative Justice  
6 ~~Coordinators~~ who have a position with the District requiring an  
7 extended year (202- and 207-day work years) shall be able to  
8 attend the orientation.

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10 6.3.5.2 New Professional Educator , ~~and Service Providers~~—School  
11 Counselors, Social Workers, School Psychologists, Speech Language Pathologists, Board  
12 Certified Behavior Analyst, Comprehensive School Psychologists, and Restorative Justice  
13 ~~Coordinators~~ Training  
14 New Professional Educator, *School Counselors, Social Workers, and School Psychologists*  
15 Training  
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17 The District may mandate the equivalent of up to two  
18 additional paid training days for newly hired professional  
19 educators , ~~and Service Providers~~—School Counselors, Social  
20 Workers, School Psychologists, Speech Language Pathologists, Board  
21 Certified Behavior Analyst, Comprehensive School Psychologists, and  
22 Restorative Justice Coordinators. If these days are scheduled  
23 beyond the start of the standard work year, the newly hired  
24 professional educator and/or ~~and Service Providers~~—School  
25 Counselors, Social Workers, School Psychologists, Speech Language  
26 Pathologists, Board Certified Behavior Analyst, Comprehensive School  
27 Psychologists, and Restorative Justice Coordinators shall receive at  
28 least one month's advance notice of scheduling.

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30 6.3.6 ~~Professional educators~~ **Bargaining unit members** who work beyond the  
31 193-day work year shall be paid a daily rate of pay computed at 1/193  
32 of their annual basic salary. With the exception of Sections 6.3.1,  
33 6.3.3, 6.3.4, 6.3.5, 6.3.7, and 6.3.8, ~~professional educators~~ **bargaining**  
34 **unit members** shall not be assigned work beyond the standard work  
35 year unless there is mutual agreement between the administrator and  
36 the professional educator. ~~Professional educators~~ **bargaining unit**  
37 **members** who work less than the 193-day work year shall have their  
38 salary adjusted downward using the same daily rate of pay formula.

1 6.3.7 Teacher librarians shall be placed by the District on a work year of 202  
2 days or 207 days for those responsible for more than one library. For  
3 teacher-librarians with more than one assignment, the principal and  
4 teacher-librarian will mutually agree upon the number of days. Up to  
5 ten (10) additional days will be available when warranted by workload  
6 and mutually agreed upon by the administrator and the librarian.  
7 Central Staff Professional Librarians are employed on a twelve-  
8 calendar month basis with one (1) month vacation pay.

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11 6.3.8 Counselors shall be placed by the District on a work year ~~of 193 or~~ 202  
12 days. At least 5 days will be ~~available~~ before the first work day of the  
13 193-day work year calendar and ~~up to~~ 4 days after. In addition, up to  
14 ten (10) additional days will be available when warranted by workload  
15 and mutually agreed upon by the administrator and the counselor.  
16 Scheduling of the additional days shall be mutually agreed upon.

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18 ~~6.3.8 For the 2026-27 school year, counselors shall be placed by the District on a work year of~~  
19 ~~193 (elementary) or 202 (middle and comprehensive high school) days. For~~  
20 ~~those on a 202 calendar year, a~~At least 5 days will be ~~available~~ before the first work  
21 day of the 193-day work year calendar and ~~up to~~ 4 days after. In addition, up to ten (10)  
22 additional days will be available when warranted by workload and mutually agreed upon by  
23 the administrator and the counselor. Scheduling of the additional days shall be mutually  
24 agreed upon.

25 6.3.9 Mentor-Induction Coaches, School Based Instructional Coaches and  
26 ~~professional educators~~ **bargaining unit members** on special assignment  
27 shall be placed on a 193-work year.

## 28 29 30 6.4 Holidays

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32 6.4.1 The six paid holidays shall be: Labor Day, Veterans Day,  
33 Thanksgiving, New Year's Day, Presidents Day, and Memorial Day.  
34 Juneteenth is paid to those ~~professional educators~~ **bargaining unit**  
35 **members** whose work year extends over the Juneteenth holiday.

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38 6.4.2 To receive pay for a paid holiday, a ~~professional educator~~ **bargaining**  
39 **unit members** must work (or be on paid leave) on the workday  
40 immediately preceding or following the holiday. If the first day of

work for the newly hired ~~professional educator~~ **bargaining unit members** is immediately following the holiday the ~~professional educator~~ **bargaining unit members** will not receive pay for the holiday.

## 6.5 Planning Days and Grading Days

6.5.1 A minimum of one full day and one half (1.5) planning days shall be scheduled prior to the first student day in the fall. These days shall be reserved for ~~professional educators~~ **bargaining unit members** to set-up and plan for the beginning of the year.

6.5.2 There shall be one (1) planning day scheduled at the end of the first three quarters for a total of three (3) days. **This day may be worked remotely.** No voluntary or mandatory trainings or professional development or meetings may be scheduled for ~~professional educators~~ **bargaining unit members** on these planning days.

~~There shall be one (1) planning day scheduled at the end of the first three quarters for a total of three (3) days. No voluntary or mandatory trainings or professional development or meetings may be scheduled for professional educators on these planning days.~~

6.5.3 There shall be one (1) grading day scheduled at the end of each quarterly grading period for a total of four (4) days. **This day may be worked remotely.** Professional educators shall have a minimum of 2 full **educator directed (planning/grading)** days to submit grades/progress reports for quarters 1, 2 and 3. At the end of the 4th grading period, professional educators will submit grades/progress reports before they check out for the school year. No voluntary or mandatory training, professional development or meetings may be scheduled for professional educators on these grading days.

~~There shall be one (1) grading day scheduled at the end of each quarterly grading period for a total of four (4) days. Professional educators shall have a minimum of 2 full working days to submit grades/progress reports at the end of quarters 1, 2 and 3. At the end of the 4th grading period, professional educators will submit grades/progress reports before they check out for the school year. No voluntary or mandatory training, professional development or meetings may be scheduled for professional educators on these grading days.~~

**6.5.3.1 There shall be a late start or early release for teacher-directed progress report submission on the day progress reports are due.**

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6.5.4 One-half (1/2) of each grading day may be used by administration for meetings with professional educators **and service providers** that do not submit grades. Planning days remain educator-directed.

6.5.5 Bargaining unit members shall have the option to use up to 8 hours to close out their classroom. This will be paid with extended hours at their per-diem rate.

~~6.5.6 Bargaining unit members working in multiple sites shall be paid extended hours for planning and grading, when assigned to more than 1 work site. 1 hour for every percentage FTE at an additional site.~~

Educator FTE	Extended Hours
0.2	2 hours
0.25	2.5 hours

6.6 Professional Development Days

The District will schedule two full and one half (2.5) district-directed professional development days prior to the first student day. All calendared early release days will be used for professional development and learning directed by the district or the administrator.

Administrator directed professional development shall be planned in collaboration with the Instructional Leadership Team **or other school-based team**. The District shall prioritize providing training for educators on new curriculum, **and** new initiatives within the work day and work year, **and Restorative Justice practices**.

Administrator directed professional development shall be planned in collaboration with the Instructional Leadership Team ~~and/or the other appropriate team, where applicable~~. The District shall prioritize providing training for educators on new curriculum and new initiatives, **and Restorative Justice practices**, within the work day and work year.

## 6.7 Evening Events/~~Parent-Teacher Conferences~~

6.7.1 ~~Professional educators~~ **Bargaining unit members** may be required to participate in up to ~~three (3)~~ **two (2)** evening school events regardless of the number of worksites a ~~professional educator~~ bargaining unit members is assigned to per school year. ~~However, principals will make a reasonable effort to see that professional educators are not required to attend more than two (2) evening events a year.~~ Educators will be paid their hourly rate beyond the two evening events. Evening events shall generally last no more than two (2) hours and end by ~~8:00pm~~ **9:00 p.m.** on Monday through Thursday. Two-week's **minimum** written notice shall be provided to affected professional educators. Evening events shall **generally** not be required on holidays as recognized on the district calendar, Fridays or on days preceding holidays. This provision does not apply to Social Workers, Child Development Specialists, School Psychologists, Audiologists and Student Services Specialists. ~~may be required to attend two (2) evening events, but will be awarded flex time as compensation because they may be asked to attend more evening events according to Article 7.5.2.~~

Professional educators may be required to participate in up to three (3) evening school events per school year. However, principals will make a reasonable effort to see that professional educators are not required to attend more than two (2) evening events a year. ***This maximum of three (3) evenings applies to all bargaining unit members, regardless of whether they may work multiple sites. For those who do work at multiple sites, the bargaining unit members and relevant administrators will work collaboratively to ensure the maximum number is met.*** Evening events shall generally last no more than two (2) hours and end by 9:00 p.m. on Monday through Thursday. Evening events shall generally not be required on holidays as recognized on the district calendar, Fridays or on days preceding holidays. This provision does not apply to Social Workers, ***School Counselors***, Child Development Specialists, School Psychologists, Audiologists and Student Services Specialists, ***may be required to attend evening events pursuant to this Article 6.7.1 provided however, that the District will be provide them with corollary compensation time (flex time) or extended hours pay for any time beyond three (3) days.***

## 6.8 Parent/Guardian and Educator Conferences

~~6.7.2~~ In addition, the District shall schedule two (2) parent conferences in the evening on two consecutive evenings. The two consecutive evening conferences must be scheduled after the planning day that follows the end of the first quarter. The calendar day following the second evening

1 conferences scheduled must not be a workday (e.g.: can be an  
2 unworked holiday). A duty-free dinner break of at least sixty (60)  
3 consecutive minutes shall be scheduled prior to evening conferences.  
4 Evening conferences shall last no longer than three (3) hours and shall  
5 conclude by 8:30 p.m. ~~Conferences may be provided in person or~~  
6 ~~virtually in agreement with families.~~ Virtual conferences can be  
7 conducted remotely.

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9 ~~I Conferences may be provided in person or virtually. with approval of the administrator.~~

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11 ~~6.7.36~~ 6.8.1 In consideration of the two consecutive evening conferences  
12 scheduled, the ~~professional educators~~ bargaining unit members shall be  
13 given one paid day off which shall be notated as such on the District's  
14 published calendar.

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18 ~~6.7.4–6.8.2~~ Modifications to this provision must be processed using the  
19 contract exception process described in Article 1 of this Agreement.

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23 ~~6.7.5–6.8.3~~ At the request of a parent/guardian, a ~~professional educator~~  
24 Bargaining unit members shall schedule a make-up conference for the  
25 parents/guardians who missed the regularly scheduled conference. No  
26 educator may be required to schedule a make-up conference outside of  
27 the standard work-day.

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31 ~~6.7.6~~ ~~The District and PAT will meet to collaboratively define expectations~~  
32 ~~for virtual and in person conferences, including but not limited to~~  
33 ~~attendance, work location and duration.~~

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35 ~~The District and PAT will meet to collaboratively define expectations for virtual and in person conferences,~~  
36 ~~including but not limited to attendance, work location and duration.~~

1 ~~6.7.7~~ 6.8.4 The district will not hold staff meetings, PLC meetings, or required  
2 committee meetings ~~for the two weeks prior to~~ during parent-conference week.

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4 The ~~District~~ will not hold staff meetings or required committee meetings ~~the one-week prior to~~ during  
5 parent-conference week.  
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## 7 ~~6.8~~ 6.9 School Calendar

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9 ~~6.8.1~~ 6.9.1 ~~By January 15 of each year, By December 1st~~ the Association  
10 shall submit to the Superintendent its recommendations regarding the  
11 school calendar for the subsequent ~~two~~ school years. ~~The district will~~  
12 ~~provide a response in writing to the PAT recommendations before it is~~  
13 ~~presented to the school board.~~ With respect to the calendar ultimately  
14 adopted, the District retains the right and authority to change the days  
15 on which school shall be held and make other adjustments to the  
16 school calendar; provided such adjustments are consistent with this  
17 article. No change in this calendar shall result in any reduction of the  
18 annual salary provided for ~~professional educators~~ **bargaining unit**  
19 **members** by this Agreement or in increasing the aggregate number of  
20 workdays without the consent of the Association.

21 ~~By December 1~~ January 15 of each year, the Association shall submit to the Superintendent its  
22 recommendations regarding the school calendar for the ~~two~~ subsequent school years. ~~The District will~~  
23 ~~provide a written response to the PAT recommendation before the Board votes on a~~  
24 ~~calendar for a given year.~~ With respect to the calendar ultimately adopted, the District retains the right  
25 and authority to change the days on which school shall be held and make other adjustments to the school  
26 calendar; provided such adjustments are consistent with this article. No change in this calendar shall result  
27 in any reduction of the annual salary provided for professional educators by this Agreement or in increasing  
28 the aggregate number of workdays without the consent of the Association.  
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31 ~~6.8.2~~ 6.9.2 Professional Development days and planning days shall be set in  
32 the school calendar before the end of the prior school year.

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34 ~~6.8.3~~ 6.9.3 The following shall be considered when determining the school  
35 calendar:

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37 ~~6.8.3.1~~ 6.9.3.1 Instructional days, added Professional Development  
38 days for schools identified by ODE for comprehensive/targeted  
39 support (per Section 6.3.1), and District organized Professional  
40 Development cannot be scheduled on the following days:  
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- 1 a. Martin Luther King, Jr. Day
- 2 b. Day after Thanksgiving
- 3 c. The calendar week in which July 4<sup>th</sup> falls
- 4 d. December 24<sup>th</sup> to and including January 1<sup>st</sup>
- 5 e. Saturdays
- 6 f. Sundays
- 7 g. All recognized PAT holidays
- 8 h. The Monday preceding the beginning of the work year
- 9 i. Juneteenth
- 10 j. ~~Climate impact (heat/snow days)~~

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14 ~~6.8.3.2~~ 6.9.3.2 This exclusion does not include:

- 15 a. Extended Responsibility
- 16 b. Clubs
- 17 c. Outdoor school
- 18 d. Field Trips
- 19 e. Competitions
- 20 f. Athletics
- 21 g. Non-District organized Professional Development/Events/  
22 Training

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24 ~~6.8.4~~ 6.9.3.3 Inclement Weather

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26 ~~6.8.4.1~~ 6.9.3.3.1 The District may schedule up to a total of three inclement  
27 weather make-up days for school closures. Days not scheduled  
28 in advance on the District school calendar may not be “required  
29 make up days”. The District will let ~~professional educators~~  
30 **bargaining unit members** know by April 1st of each year if they  
31 will be required to make-up any inclement weather days.

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34 ~~6.8.4.2~~ 6.9.3.3.2 With thirty (30) day notice, the District may use  
35 Presidents’ Day as one of the three make-up days.  
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1 ~~6.8.4.3~~ ~~6.9.3.3.3~~ The four (4) potential make-up days shall be marked on  
2 the school calendar, but ~~professional educators~~ **bargaining unit**  
3 **members** will be required to make up a maximum of three unless  
4 6.8.4.4 is required.

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6 ~~6.8.4.4~~ ~~6.9.3.3.4~~ Notwithstanding ~~6.8.4.1~~ ~~6.9.3.3.1~~, if the three days are  
7 insufficient for the District to meet the state required  
8 instructional time, the District and Association shall meet and  
9 ~~discuss~~ **agree on a option solution. In the absence of an**  
10 **agreement how to make up days, the District may require**  
11 **professional educators to work additional days at the end of the**  
12 **year necessary to meet state requirements.**

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15 Notwithstanding 6.8.4.1, if the three days are insufficient for the District to meet the state required  
16 instructional time, the District and Association shall meet and ~~discuss options. In the absence of an~~  
17 ~~agreement how to make up days, the District may require professional educators to work additional~~  
18 ~~days at the end of the year necessary to meet state requirements.~~

19 ~~6.8.4.5~~ ~~6.9.3.3.5~~ The District counts instructional minutes and parent-  
20 teacher conference days towards meeting the state required  
21 instructional time **up to a maximum allowed by law.**

22 ~~The District counts instructional minutes and parent teacher conference days towards meeting the state~~  
23 ~~required instructional time.~~

24 ~~6.8.4.6~~ ~~6.9.3.3.6~~ If the District converts instructional days to  
25 professional development days, it will count those days toward  
26 state required instructional time up to a maximum allowed by  
27 law.

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29 ~~6.8.4.7~~ ~~6.9.3.3.7~~ The District will consider inclement weather when setting the  
30 seniors' graduation date.

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