

**CONTRACT BETWEEN**  
**THE BOARD OF SCHOOL TRUSTEES**  
**OF THE**  
**YORKTOWN COMMUNITY SCHOOL**  
**CORPORATION**  
**AND THE**  
**YORKTOWN TEACHERS ASSOCIATION**

July 1, 2018 to June 30, 2019

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**CONTRACT BETWEEN**  
**THE BOARD OF SCHOOL TRUSTEES**  
**OF THE**  
**YORKTOWN COMMUNITY SCHOOL CORPORATION**  
**AND THE**  
**YORKTOWN TEACHERS ORGANIZATION**

**THIS CONTRACT ENTERED INTO THIS 18<sup>th</sup> DAY of SEPTEMBER 2018 BY AND  
BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE YORKTOWN  
COMMUNITY SCHOOL CORPORATION, HEREINAFTER CALLED THE "BOARD,"  
AND  
THE YORKTOWN TEACHERS ORGANIZATION,  
HEREINAFTER CALLED THE "ASSOCIATION".**

**ARTICLE I**  
**Definitions**

As used in this Contract:

1. "Board" means the Board of School Trustees of the Yorktown Community Schools and any person(s) authorized to act for said body in dealing with its employees.
2. "School Corporation" means the Yorktown Community Schools of the County of Delaware of the State of Indiana.
3. "Certificated School Employees" and "Teacher(s)" mean the certificated personnel employed by the Board in the bargaining unit as defined in Article II of the Contract.
4. "School Employees Organization" means any organization which has said certificated school employees as members and one of whose primary purposes is representing said certified school employees in dealing with the school employer, and includes any person or persons authorized to act on behalf of such organizations.
5. "Association" means the school employee organization which has been certified or recognized as the exclusive representative of said certified school employees, or the person or persons duly authorized to act on behalf of such representative.

6. "Full-Time Teacher" is a teacher whose workday shall consist of the hours determined through meaningful discussions and stated on the teacher contract.
7. "Part-Time Teacher" is a teacher whose workday is less than a "Full-Time Teacher", as defined (Article 1, 6). "Part-Time Teacher" will be entitled to all rights and benefits as defined for "Full-Time Teacher" on a pro-rated basis.
8. "CY" means calendar year.
9. "SY" means school year.
10. "E" means effective.
11. "HE" means highly effective.
12. "YCS" means Yorktown Community Schools.

## **ARTICLE II**

### **Recognition**

The Board recognizes the Association as the exclusive representative of certified school employees in the following bargaining unit:

All certified employees, as defined in IC 20-29 who are under a teacher's contract or on an authorized teacher's leave in the Yorktown Community Schools of Delaware County, except for the superintendent, assistant superintendent, principals, directors, assistant principals, deans of students, psychologist, speech language pathologist, and case conference coordinator.

## **ARTICLE III**

### **Salary and Wage Items**

#### **A. Salary**

1. Salary for 2018-19 shall be determined according to the following:
  - Base Salary:
    - Performance data and evaluation results for 2017-18 SY will be necessary to determine 2018-19 SY base salary for returning employees; therefore, base pay is status quo based on 2017-18 SY individual teacher contract until evaluations are complete assuming contracts are fulfilled with equivalent individual

- employment status (FT or PT) from 2017-18 SY. If an employee does not return in the same capacity regarding employment status, contracts will be adjusted to reflect correct Part-Time (%).
- For those employed at YCS during the 2017-18 SY and returning for 2018-19 SY and earned HE or E based on 2017-18 SY summative evaluations base salary will be:
    - Defined by 2017-18 SY contracted amount; plus
    - \$300,000 is to be distributed on each eligible individual's base salary according to the Compensation Model *Appendix A*; amount to be determined and added to eligible individual base salary.
    - Salary Range for Part Time and Full Time is disclosed in *Appendix A*.
  - For those returning to YCS during the 2018-19 SY and earned Ineffective or Needs Improvement on 2017-18 SY summative evaluations base salary will be:
    - Defined by 2017-18 SY contracted amount
    - They shall not receive a salary increase for 2018-19 SY.
  - Newly Hired for 2018-19 SY:
    - Defined by Salary Scale *Appendix C*
      - However, the Superintendent has the flexibility to add up to two years of experience of BA/BS or MA/MS experience on this scale beyond the candidate's earned years of experience as an incentive for hire. This increase if offered could then become the new hires starting base salary.

\$300,000 is to be distributed on each eligible individual's base salary according to the Compensation Model *Appendix A*; amount to be determined and added to eligible individual base salary.

2. The Corporation shall have the right to re-employ any previously retired teacher for a position for s/he is properly licensed and qualified on the following basis:

- a. The starting pay for each teacher rehired under this provision will be determined by the Superintendent using the 2018-19 SY salary scale *Appendix C* at BA/BS or MA/MS 0 years- 2 years and not to exceed the amount of maximum salary allowed under stipulations of the Indiana State Teachers Retirement Fund, whichever is less, for the duration of employment under this provision.
- b. Paid Leave Days (PLD) shall be limited to seven (7) days for each contract and shall accumulate up to 90 days.
- c. The Corporation shall pay insurance premiums in accordance with Article V of this contract at a coverage level no greater than that held at the time of retirement.

d. The Corporation shall not be required to pay the 3% Teachers Retirement Fund Pick-Up as outlined in Article Vi, C., for those teachers employed under this provision, unless a contribution is required by TRF.

B. Extra-Duty Pay

- Extra-Duty pay for 2018-19 SY shall be determined according to the following:
  - Pay as defined by Extra Duty Pay Schedule *Appendix B*.
  - Any certified employee on an extended day contract listed on *Appendix B* duties will receive his/her daily rate

C. Ancillary Duty Pay

1. The Board shall reimburse any teacher under regular contract for time spent, upon authorization of the building principal with approval of the Superintendent, on approved curriculum committees, curriculum development, or detention programs at the rate of Twenty-Five Dollars (\$25.00) per hour.

D. Wage Payment Arrangement As Required By IC 20-26-5-32.2

Salaries for teachers shall be paid in twenty-six (26) equal payments unless the Corporation Treasurer is notified in writing by the teacher on or before July 1 that the teacher desires twenty-one (21) equal payments. The method of payment cannot be changed during any school year and shall continue for the next school year unless the teacher notifies the Corporation Treasurer on or before July 1. Equal payments are subject to minimum number of days worked in pay period as established by State Board of Accounts approved procedures. The payroll calendar for 2018-19 SY is *Appendix D*.

E. Deductions for Absences

Deductions for teacher absences not covered by contractual agreement shall be made on a daily rate basis, (annual school year salary divided by contract days), but shall not include extra-duty salaries unless the absence occurs during the period of the teacher's extra-duty assignment.

F. General Payroll Deductions

- The payroll deductions honored in 2017-18 SY will remain the same for the 2018-19 SY.

G. Payment for On-Going Criminal History Records Checks. The Board shall pay costs associated with on-going criminal history records checks of currently employed teachers that are required to be conducted by the School Corporation for current employees under IC 20-26-5-10. This provision shall not apply to applicants for employment.

H. Grant Stipulations. Stipends paid to teachers for work outside of the regular contract from grant proceeds shall be paid at the rate stipulated in the grant and not at the daily or hourly rate established by the teacher's regular contract.

I. Stipend for College-Level Courses

Any teacher teaching an approved Advanced Placement or Dual Credit course shall be paid, after the close of the school year, a stipend of \$250 for each semester of an Advanced Placement or a Dual Credit course title (not section) taught.

## **ARTICLE IV**

### **Insurance**

A. Health Care Insurance – Employee Single Coverage

1. Dental Insurance

The Board shall pay all but Forty-eight Dollars (\$48.00) of the cost of a single plan of dental insurance for each participating employee. The plan shall be maintained at the current, or greater, level of benefits as those in place as of January 1, 2002. A copy will be available at central office. The Plan shall be agreed upon by the Board and the Association.

- Resigning employees, who have completed the school year, are eligible to continue on their current insurance benefits through August 31 of the stated resigning year.

2. Hospitalization, Major Medical Insurance, and Vision

The Board shall pay 77-1/2% of the premium of a single hospitalization and major medical insurance policy for each participating employee. The plan shall be maintained at the current, or greater, level of benefits as those in place as of January 1, 2002. A copy of the benefits shall be located at central office. The Plan shall be agreed upon by the Board and the Association.

For those teachers who elect to take a high deductible health plan, the Board shall contribute an amount equal to 77 ½ percent of the highest preferred provider plan premium for the comparable plan: single plan to single plan. The Board shall also contribute three thousand dollars (\$3,000) for the 2018-19 school year, paid in 26 equal installments, to a qualified health savings account to any teacher who has elected to take a high deductible health plan.



- Resigning employees, who have completed the school year, are eligible to continue on their current insurance benefits through August 31 of the stated resigning year.

## B. Health Care Insurance – Employee Family Coverage

### 1. Dental Insurance

The Board shall pay all but Eighty Dollars (\$80.00) of the cost of a family plan, an employee and spouse plan, or an employee and children plan of dental insurance for each participating employee. The plan shall be maintained at the current, or greater, level of benefits as those in place as of January 1, 2002. A copy of the benefits shall be located at central office. The Plan shall be agreed upon by the Board and the Association.

- Resigning employees, who have completed the school year, are eligible to continue on their current insurance benefits through August 31 of the stated resigning year.

### 2. Hospitalization, Major Medical Insurance and Vision

The Board shall pay 77-1/2% of the premium of a family hospitalization and major medical insurance policy for each participating employee. The plan shall be maintained at the current, or greater, level of benefits as those in place as of January 1, 2002. A copy of the benefits shall be located at central office. The Plan shall be agreed upon by the Board and the Association.

The Board shall pay 77-1/2% of the premium of an employee and spouse hospitalization and major medical insurance policy for each participating employee. The plan shall be maintained at the current, or greater, level of benefits as those in place as of January 1, 2002. A copy of the benefits shall be located at central office. The Plan shall be agreed upon by the Board and the Association.

The Board shall pay 77-1/2% of the premium of an employee and children hospitalization and major medical insurance policy for each participating employee. The plan shall be maintained at the current, or greater, level of benefits as those in place as of January 1, 2002. A copy of the benefits shall be located at central office. The Plan shall be agreed upon by the Board and the Association.

For those teachers who elect to take a high deductible health plan, the Board shall contribute an amount equal to 77 ½ percent of the highest preferred provider plan premium for the comparable plan: single plan to single plan, employee and spouse to employee and spouse, employee and children to employee and children, and family plan to family plan. The Board shall also contribute three thousand dollars

(\$3,000) for the 2018-19 school year, paid in 26 equal installments, to a qualified health savings account to any teacher who has elected to take a high deductible health plan.

3. In the event of the death of a teacher who participates in the health insurance program provided by the school corporation, her/his spouse and/or dependent children may continue enrollment in the health insurance program for a period not to exceed thirty-six (36) months by prepaying the corporation full premium rate to the corporation prior to the monthly billing date.

The School Corporation and the Board shall not be responsible for any lapse of insurance coverage due to failure of a dependent to make payments prior to the billing date.

- Resigning employees, who have completed the school year, are eligible to continue on their current insurance benefits through August 31 of the stated resigning year.

C. Long-Term Disability Insurance

The Board shall pay all but One Dollar (\$1.00) of the cost of a single long-term disability plan for each participating employee. The plan shall be agreed upon by the Board and the Association.

D. Life Insurance

The Board shall pay all but One Dollar (\$1.00) of the cost of a Fifty Thousand Dollars (\$50,000) single life insurance policy with accidental death benefit plan for each participating employee. The plan shall be agreed upon by the Board and the Association.

E. Section 125 Benefit

The Board will provide the benefits of Section 125 of the 1986 Internal Revenue Code, as amended, to all certified staff.

## **ARTICLE V**

### **Retirement Benefits**

A. Retirement Buyout

1. In consideration of the benefits set forth below, the Mount Pleasant Township Community School Corporation, hereafter Corporation, and the Mount Pleasant Teachers Organization, hereafter MPTO, agree the Retirement Benefit and Early Retirement set forth in Article VI, Retirement Benefits, in the July 1, 2002 to June 30, 2003 Collective Bargaining Agreement are hereby eliminated for all teachers who

had not retired by July 1, 2004; and shall not apply to any teacher retiring or severing employment with the Corporation after July 1, 2004, except as provided in Section D. Those teachers who retired or severed employment on or before July 1, 2004, shall only be entitled to the retirement benefits contained in the 2002-03 Contract as of the time of his/her retirement, but as may be otherwise revised from time to time.

2. McCready & Keene, Inc. (M & K) was selected by the Corporation to determine the present value of the Retirement and Early Retirement benefits in the 2002-03 Contract. In making the present value determination M & K used assumptions as directed by the Corporation and MPTO. Said assumptions were used only for calculation purposes and are not guarantees of amounts or interest rates.

3. The Indiana State Teachers Association Financial Services Corporation, hereafter ISTAFSC, has been selected as the sole vendor for the 401(a) Plan and Voluntary Employees' Beneficiary Association ("VEBA") as described in section 501(c) of the Code) by mutual agreement between MPTO and the Corporation. ISTAFSC will remain as the sole vendor of the Plan until such time as any change must be made by mutual agreement between MPTO and the Corporation.

4. The present values shall be determined by using the following assumptions mutually agreed to by the Corporation and MPTO used to calculate the present value of the retirement and early retirement benefits that teachers eligible for the retirement and early retirement buy-out would receive under Article VI of the 2002-03 Contract as of July 1, 2004, unless such teacher is eligible for retirement at the end of the school year 2004-05 or at the end of school year 2005-06. Such teacher must submit to the Superintendent an unconditional and irrevocable letter of resignation/retirement on or before September 30, 2004. The letter shall state the teacher's election of the buy-out or retirement benefits under the 2002-03 Contract. The buy-out dollars generated by these assumptions will replace the Corporation's obligation for such teachers' existing retirement and early retirement benefits in their entirety. The ISTA Financial Services Corporation, hereafter ISTAFSC, shall prepare the present value calculations for each teacher and the contributions described hereinafter will be made. In the joint determination of the Corporation and MPTO, the calculated contribution totals for each teacher may be incorporated as part of the Contract or maintained as a separate document.

<u>Assumed Retirement Age</u>	<u>58</u>
<u>Eligible for Unreduced ISTRF Retirement Required</u>	<u>No</u>
<u>Accumulated Sick Days per year (6/30/01 - 6/30/04)</u>	<u>Actual</u>
<u>Future Accumulated Sick Days per year</u>	<u>(max. 10, min. 5) Avg.</u>
<u>Initial Discount Rate</u>	<u>4% for 2 years</u>
<u>Ultimate Discount Rate</u>	<u>6%</u>

<u>Post Assumed Retirement Age Discount Rate</u>	<u>4%</u>
<u>Post Retirement Discount Rate</u>	<u>4%</u>
<u>Use Turnover Discount</u>	<u>2.40%</u>
<u>Use Mortality Discount</u>	<u>No</u>
<u>Years with Mt. Pleasant to be eligible for buyout</u>	<u>3 years</u>
<u>Discount Retirement Bridge to Retain FICA</u>	<u>Yes (7.65%)</u>

5. The Corporation shall contribute to the Plan, on behalf of each employee listed in the schedule attached hereto (McCreedy & Keene spreadsheet /ISTAFS) the amount shown opposite the employee's name. The Buy-Out Contributions shall be fully vested (non-forfeitable) for an employee who has reached the age of 50 and has 10 years of experience in the corporation. The factual data and assumptions are to be used in arriving at the amounts in the "Total Buy-Out" column and shall be the same as those shared by the Corporation with MPTO during negotiations, subject to the following adjustments:

- (a) The Buy-Out Contributions shall be based on a July 1, 2004 funding date (even if that is not the actual funding date)
- (b) Present values shall be determined as of August 31, 2004
- (c) Accumulated sick leave shall be determined as of June 30, 2004
- (d) The Buyout contribution shall be distributed equally between a 401 (a) plan account and a VEBA plan account.

6. The employees listed shall exclude those employees who retire on or before June 30, 2004 and those employees with less than 3 years in the school corporation as of June 30, 2004, neither of which shall be eligible for the Buy-Out Contributions; provided, however, the employees who retire on or before June 30, 2004, shall be entitled to the retirement benefits that are payable under the provisions of Article VI of the 2002-03 Collective Bargaining Agreement (including the benefits described in the sections entitled "Retirement Pay" and "Supplemental Early Retirement Payments"). The Buy-Out Contributions shall be in lieu of the retirement benefits that would have otherwise been payable to the employees listed in the 2002-03 Collective Bargaining Agreement if it had remained in effect during the term of this and future Collective Bargaining Agreements.

7. The Buy-Out Contributions provided are contingent upon the issuance of bonds by the Corporation pursuant to House Enrolled Act 1088; and no such contributions shall be due and payable until the Corporation receives the bond proceeds. Within 30 days

of receiving the bond proceeds, the corporation shall make the appropriate contributions to the employees' appropriate accounts [401(a) and VEBA]. If such proceeds are not received, then the proceeding Retirement replacement outlined above shall be void and Article VI of the July 1, 2002 through June 30, 2003 contract shall prevail.

8. The Corporation and MPTO do not guarantee in any manner the potential earnings of the future value of the 401(a) and VEBA Plans.

9. Following retirement and the satisfaction of the requirements set forth in Article VI, a retired employee may elect to commence distributions from his 401(a) Plan account and VEBA Plan account. If an employee dies after having satisfied the requirements of Article VI, the deceased employee's 401(a) Plan account shall be paid to the decedent's beneficiary as designated for the Indiana State Teachers Retirement Fund or to his/her estate if no beneficiary has been designated. At no time may a participant borrow from his 401(a) Plan account. If the employee dies after having satisfied the requirements of Article VI, the deceased employee's VEBA account shall remain intact to be used for the employee's dependents until such time as said dependents are deceased, and then the account becomes eligible for the deceased employee's estate.

10. Amounts forfeited upon termination of employment because of the failure to meet the applicable vesting requirements, shall not be reinstated or re-credited if an individual is subsequently re-hired or re-employed by the school corporation. However, if the Board approves a leave of absence for an employee, such period of leave shall not result in forfeiture, provided the employee shall promptly return to employment following the expiration of the period of leave.

11. To confirm the accuracy of the underlying information to be used in the present value calculations, each teacher shall be provided with his or her basic data that will be used in the calculations, including, but not limited to, the following information as of June 30, 2004: base salary, age, years of service, and accumulated sick leave. The Educational Services Company shall assist in the preparation of this verification sheet for each teacher. However, the Board will have the responsibility to forward the verification sheets to the respective teachers. Any corrections must be returned to the Board within ten (10) days of the receipt of the verification sheets.

12. If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in this Article (50 years of age and 10 years of service), the terminated employee's 401(a) account and VEBA account shall be forfeited. Forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate 401(a) and VEBA accounts. This reallocation shall be in manner similar to that used by the Educational Services Company in initially determining the present value calculations. Therefore, the 401(a) and VEBA accounts of the following employees will not share in the reallocation of a forfeiture of a 401(a) and VEBA accounts:

- a. Employees who forfeited their 401(a) and VEBA accounts in the same year
- b. Employees who previously forfeited their 401(a) and VEBA accounts; and
- c. Employees who have attained the age of fifty-eight (58) and terminated employment in or before the year of the reallocated forfeiture.

Furthermore, 401(a) and VEBA accounts of employees who have attained the age of fifty-eight (58), but who have not terminated employment may share in the reallocated forfeiture.

## B. Retirement -Ongoing Contributions

### 1. Retirement Savings 401(a) Annuity Plan

a. The school corporation shall establish a qualified retirement plan as described in section 401(a) of the Code.

b. The Corporation shall contribute into each individual's separate 401(a) account 1.5% of the teacher's base salary as follows:

c. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan.

d. Each bargaining unit member shall be vested in these individual 401(a) accounts under the following schedule:

<u>Completed Years in Corp.</u>	<u>Percent Vested</u>
0-1	0%
2	20%
3	40%
4	60%
5	80%
6 or more	100%

For purposes of this paragraph, continuous service shall not be considered to be broken in the event of a teacher's approved leave of absence pursuant to Article VII of this agreement (provided that the teacher returns to teaching with the Corporation at the expiration of the leave) or in the event of a teacher's release due to a reduction in force pursuant to Article XII of this Agreement (provided that the teacher is recalled within the three year recall period). However, the teacher shall not be credited with any additional years of continuous service for the period during which he/she was on approved leave or during which he/she was not employed by the Corporation due to a reduction in force except for continuous seniority for the purpose of vesting requirements for retirement from the Corporation.

e. If an employee terminates employment with the Corporation before becoming fully vested in his/her individual account under the Plan, the non-vested (forfeitable) amounts shall be returned to the Corporation.

f. Teachers shall continue to have the option to invest their own funds in tax-deferred annuities with the company they select from the list of 403(b) vendors in the Yorktown 403(b) plan for such purpose pursuant to a salary deduction arrangement under Section 403(b) of the Code.

## 2. Retirement Savings VEBA Plan

a. The school corporation shall contribute to a voluntary employees' beneficiary association ("VEBA") as described in section 501 (c)(9) of the Code.

1) The Corporation shall contribute into each individual's separate VEBA account 1.5% of the teacher's base salary.

b. The Corporation shall make equal monthly contributions throughout the school year, and will complete its contributions on or before September 1 of each succeeding year.

c. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the VEBA Plan.

d. Each bargaining unit member shall be vested in these individual VEBA accounts under the following schedule:

<u>Completed Years in Corp.</u>	<u>Percent Vested</u>
0- 1	0%
2	20%
3	40%
4	60%
5	80%
6 or more	100%

For purposes of this paragraph, continuous service shall not be considered to be broken in the event of a teacher's approved leave of absence pursuant to Article VII of this agreement (provided that the teacher returns to teaching with the Corporation at the expiration of the leave) or in the event of a teacher's release due to a reduction in force pursuant to Article XII of this Agreement (provided that the teacher is recalled within the three year recall period). However, the teacher shall not be credited with any additional years of continuous service for the period during which he/she was on approved leave or during which he/she was not employed by the Corporation due to a reduction in force except for continuous seniority for the purpose of vesting requirements for retirement from the Corporation.

e. If an employee terminates employment with the Corporation before becoming fully vested in his/her individual account under the Plan, the non-vested (forfeitable) amounts shall be returned to the Corporation.

C. Corporation Paid Teachers' Retirement Fund Pick-Up

The Board shall pay the 3% teacher contribution to the Indiana State Teachers' Retirement Fund in the form of a "Pick-Up" and will pass a resolution as the model in *Appendix F* to meet the requirement to not include the contribution in the gross income of the employee.

**ARTICLE VI**  
**Leaves**

A. Paid Leave Days

1. Each full-time teacher employed under regular contract shall be entitled to be absent from work on account of personal illness, quarantine, family illness, or personal leave for a total of thirteen (13) days the first year of employment and ten (10) days in each succeeding year without loss of compensation. A teacher employed for less than one-half of the school day shall receive one-half the number of applicable paid leave days. A teacher employed for one-half or more of the school day shall receive the full compliment of paid leave days. If in any one school year the teacher is absent for such illness, quarantine, family illness, or personal leave fewer than the prescribed number of days, the remaining days shall be accumulative to an unlimited amount.

Use of accumulated paid leave days shall be applicable to both the regular school year and summer school. Teachers who teach two hours or less per day of summer school shall receive one-half day of paid leave days. Teachers who teach more than two hours per day of summer school shall receive one day of paid leave days.

2. A teacher who has taught in another school corporation in Indiana may transfer accumulated sick leave to this school corporation at the rate of three (3) days per year beginning the second year of the teacher's employment until all days have been transferred.

B. Sick Leave Bank

1. Purpose

The Sick Leave Bank is a continuous year to year entity, the purpose of which is to relieve teachers from undue financial burdens as a result of a prolonged absence from work due to physical or mental illness, injury, or incapacitation sufficiently severe that would make their presence in school detrimental to the health or well being of themselves or their students. This section does apply to the period of time during a pregnancy or maternity leave when a teacher is certified as disabled.

2. Sick Leave Bank Committee



The Sick Leave Bank Committee shall consist of the President of the Association, or his designee, a second representative of the Association, the Superintendent, and a second representative of the Board appointed by the Superintendent. The Association President shall be the chairperson of the Committee.

3. Organization and Membership

- a. Any teacher in the bargaining unit as defined in Article II, shall be eligible to become a member of the Sick Leave Bank.
- b. The bank shall be formed by voluntary participation and voluntary donations of one (1) personal sick leave day by teachers who then become members.
- c. The Bank may be used only for personal illness as set forth in Section B, 1, and only for those working days that the member is contracted during the regular school year.
- d. The Bank shall be open for teachers to become members for thirty (30) working days following the opening of school each year.
- e. Teachers new to the school corporation may become members by donating one (1) personal sick leave day within the thirty-day membership period or within thirty (30) days of the teacher's initial contract obligation.
- f. At such time as the Sick Leave Bank account falls below fifty (50) days, an obligatory assessment of one (1) sick leave day shall be made upon all current members of the bank who have personal sick leave days remaining.
- g. Teachers who have been in the school corporation may become members by paying all back assessments due had the teacher joined the Bank when that teacher first had the opportunity.
- h. Any and all donated days lose their identity and become the property of the Sick Leave Bank.

4. Procedure

- a. Written application by the teacher or a member of the teacher's family (if the teacher is incapacitated to such a degree that he/she cannot apply him/herself) accompanied by a physician's certificate stating the nature, length of the disability, and prognosis of the teacher's condition, shall be submitted to the chairperson of the Sick Leave Bank Committee.
- b. Each application must be acted upon by the entire committee, and any decision to grant Sick Leave Bank days must be decided by a majority vote to the committee.

In the event of a tie, the Superintendent shall make the final determination on the sick leave bank request. The decision of the Sick Leave Bank Committee shall be final. The chairperson shall inform the applicant (or where applicable, a member of the family) of the committee's decision, and shall also report the decision to grant Sick Leave Bank days to the Corporation Treasurer.

- c. No member shall be granted more than sixty (60) Sick Leave Bank days per school year.
- d. The applicant must use all available personal sick leave days before Sick Leave Bank days shall be approved.
- e. There must be a waiting period of five (5) working days after the teacher's personal sick leave days have expired before Sick Leave Bank days become effective.
- f. After being off for an extended illness or injury, Sick Leave Bank members may use up to fifteen (15) half days (seven and one-half full days) provided their physician certifies they may return to work on a part time, but not full time, basis.
- g. Upon returning to work, the member shall repay the Sick Leave Bank the number of days used at the rate of three (3) days per school year. Repayment shall begin with the school year immediately following the school year during which the Sick Leave Bank days were granted. A member may voluntarily elect to repay days at a higher rate by notification in writing to the Superintendent.
- h. If a member of the Bank retires, resigns, or for other reasons leaves the school corporation before Sick Leave Bank days are repaid, the debt shall be waived.
- i. No member may owe to the Bank more than sixty (60) days at any time. Days owed from a previous draw count toward the sixty-day maximum.

### C. Catastrophic Illness Leave Bank

#### 1. Purpose

The Catastrophic Illness, (CI) Leave Bank is a continuous year to year entity, the purpose of which is to relieve teachers from undue financial burdens as a result of a catastrophic family illness event. A "catastrophic illness event" shall be defined as an acute or prolonged illness considered to be life-threatening or with the threat of serious residual disability. The catastrophic illness days may be used by a teacher to care for their spouse, child(ren), parent(s), or any person living as a member of the household of the teacher. A teacher must use all of his/her paid and accumulated leave days before this provision is granted. The CI Leave Bank

Committee will require the applying teacher to provide proper Family Medical Leave (FMLA) paperwork.

2. Catastrophic Leave Bank Committee

The Catastrophic Leave Bank Committee shall consist of the President of the Association, or his designee, a second representative of the Association, the Superintendent, and a second representative of the Board appointed by the Superintendent. The Association President shall be the chairperson of the Committee.

3. Organization and Membership

- a. Any teacher in the bargaining unit as defined in Article II, shall be eligible to become a member of the Catastrophic Illness Leave Bank.
- b. The bank shall be formed by voluntary participation and voluntary donations of up to five (5) paid leave days by teachers during year one of participation and one (1) paid leave day upon the bank account falling below twenty (20) days.
- c. The Bank may be used only for reasons as set forth in Section C, 1, and only for those working days that the member is contracted during the regular school year.
- d. The Bank shall be open for teachers to become members for thirty (30) working days following the opening of school each year.
- e. Teachers new to the school corporation may become members by donating up to five (5) paid leave days within the thirty-day membership period or within thirty (30) days of the teacher's initial contract obligation.
- f. At such time as the Catastrophic Illness Leave Bank account falls below twenty (20) days, an obligatory assessment of one (1) paid leave day shall be made upon all current members of the bank who have paid leave days remaining and who wish to continue participation in the CI Leave Bank.
- g. Teachers who have been in the school corporation may become members by paying all back assessments due had the teacher joined the Bank when that teacher first had the opportunity.
- h. Any and all donated days lose their identity and become the property of the Catastrophic Illness Leave Bank.

4. Procedure

- a. Written application by the teacher accompanied by a physician's certificate stating the nature, length of the leave requested, and prognosis of the family member's condition, shall be submitted to the chairperson of the CI Leave Bank Committee.
- b. Each application must be acted upon by the entire committee, and any decision to grant CI Leave Bank days must be decided by a majority vote to the committee. In the event of a tie, the Superintendent shall make the final determination on the CI leave bank request. The decision of the CI Leave Bank Committee shall be final. The chairperson shall inform the applicant of the committee's decision, and shall also report the decision to grant CI Leave Bank days to the Corporation Treasurer.
- c. No member shall be granted more than fifteen (15) CI Leave Bank days per school year.
- d. The applicant must use all available personal leave days before CI Leave Bank days shall be approved.
- e. There must be a waiting period of five (5) working days after the teacher's paid leave days have expired before CI Leave Bank days become effective.
- f. Upon returning to work, the member shall repay the CI Leave Bank the number of days used at the rate of three (3) days per school year. Repayment shall begin with the school year immediately following the school year during which the CI Leave Bank days were granted. A member may voluntarily elect to repay days at a higher rate by notification in writing to the Superintendent.
- g. If a member of the Bank retires, resigns, or for other reasons leaves the school corporation before CI Leave Bank days are repaid, the debt shall be waived.
- h. No member may owe to the Bank more than sixty (60) days at any time. Days owed from a previous draw count toward the sixty-day maximum.

#### D. Job-Related

In the event a full-time teacher employed under regular contract is absent from work due to injuries sustained during the performance of regular teaching duties, the corporation shall pay to such teacher the difference between the regular contracted salary and benefits received under the Workmen's Compensation Act, only for the duration of the teacher's individual regular contract for the school year. Upon return from such absence, the teacher shall present verification form her/his physician as to her/his ability to perform regular teaching duties and responsibilities. Such absences shall not be charged against the teacher's paid leave days.

E. Death in the Family

In the case of death in the immediate family of a regularly employed teacher, the teacher is entitled to be absent without loss of compensation for a period extending not more than five (5) school days per death beyond such death for the purpose of attending the last burial rites and attending to other personal matters of the immediate family member, provided that the burial rites occur while the teacher is performing duties as assigned by the Board under a valid teacher's contract, and that the burial rites do not occur during the time when the teacher is absent from assigned duties due to vacation, leave of absence, or sick leaves, which may have been previously granted or approved by the Board. A maximum of two (2) of the five (5) days may be used at a later date to attend to estate matters of the immediate family member. The days must be used within the school year in which the death occurs.

"Immediate Family" includes father, mother, brother, sister, husband, wife, child, stepchild, father-in-law, mother-in-law, grandparent, grandchild, daughter-in-law, son-in-law, brother in-law, sister-in-law, former guardian, or any person living as a member of the household of the teacher.

In case of death of other family members not specified above, or that of close friends, the teacher is entitled to be absent for one (1) day without loss of compensation. However, one cannot exceed three (3) days per school year.

F. Court Appearances

The Board shall compensate a teacher subpoenaed and/or receives written notice, by the Court, to appear to serve jury duty, to testify in court as a witness in a case in which she/he is not personally involved, or to testify in court in suit arising out of the performance of the duties for, or employment with, the school corporation or to testify before a judicial or legislative body legally empowered to issue the subpoena in a matter arising out of the performance of the duties for, or employment with, the school corporation for the number of days mandated to perform such obligation, provided that in the event the teacher is the Plaintiff in a suit, or judicial, legislative, or administrative procedure against the school corporation or Board, or in the event the teacher is the Defendant in a suit or judicial, legislative, or administrative procedures brought by the school corporation or Board, the compensation shall not be paid to the teacher.

Such compensation shall be calculated as the difference between the teacher's contracted daily rate of pay and the daily rate of pay received for such mandated duty.

G. Temporary Disability

The Board shall consider, and upon approval, shall grant a temporary disability leave in cases where a teacher is unable to teach because of a disability substantial in nature or duration, including major surgery, pregnancy, childbirth, illness or injury.

## 1. Notification

- a. After determining that a temporary disability leave is necessary, the teacher shall submit a timely written notice to the Superintendent of the anticipated date the leave is to commence, as well as the anticipated date of return.
- b. In the case of a temporary disability due to pregnancy, the teacher should include a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable.
- c. If a teacher granted a temporary disability leave elects to utilize accumulated sick leave during the period of temporary disability, a physician's statement and certification must be submitted to the Superintendent for any temporary disability absence of more than ten (10) consecutive days. While on said leave, sick days shall be paid only for the number of assigned duty days the teacher is absent which occur during the current contract term for which a physician certifies the teacher to be physically disabled. The number of sick leave days used during a temporary disability leave may not exceed said teacher's total number of accumulated sick leave days at the time the leave commenced.

Additional statements of certification by a physician of the temporary disability of said teacher are required (except for temporary disability due to pregnancy) for any disability which exceeds a duration of twenty (20) consecutive days. These statements of certification must be submitted to the Superintendent no later than the first day of each ensuing month after the 20th consecutive day of absence.

## 2. General Provisions

- a. In case of a temporary disability caused by pregnancy, the teacher is entitled to a leave of absence any time between the commencement of pregnancy and one (1) year following the birth of the child.
- b. Except for temporary disability caused by pregnancy, leave under this provision shall be granted for a period not exceeding one (1) year. However, at the end of the leave, the Board, at its discretion, may grant a further period of time not to exceed the remainder of the current school year.
- c. In all cases the Board reserves the right to require an examination by a Board-appointed physician(s) to determine the teacher's fitness to continue performing the full schedule of the duties and responsibilities to which s/he may be assigned. The cost of such examination shall be borne by the Board. In case of disagreement of said physicians, a third physician shall be consulted. The cost of this examination shall also be borne by the Board.
- d. Teachers enrolled in the school corporation's group insurance program, and who are on unpaid temporary disability leave approved by the Board, may continue enrollment in the insurance programs by prepaying the premiums

to the corporation prior to the billing date.

- e. The school corporation and Board shall not be responsible for any lapse of insurance coverage due to the failure of a teacher to make payments prior to the billing date.

#### H. Extended Leave

1. A leave of absence, without pay or benefits, may be granted to a teacher for a period of up to one (1) year.
2. The teacher may return to full-time employment during the period for which the leave was granted, provided:
  - a. The teacher notifies the Superintendent, in writing, at least thirty (30) days prior to the date s/he wishes to return, and
  - b. In the case of leave due to illness, furnishes a written statement from a physician attesting to her/his ability to resume the full performance of the duties and responsibilities to which s/he may be assigned, and
  - c. There is a classroom teaching position open on the staff for which s/he is qualified.

In the event the teacher gives notice of her/his intention to return and furnishes the physician's statement as provided here, and no position is open, the teacher shall be offered a position for which s/he is qualified no later than the beginning of the next school year.

3. If the teacher fails to notify the office of the Superintendent at least sixty (60) days prior to the expiration of such leave that s/he intends to return to employment the first assigned day of duty the next ensuing school year from the date of termination of leave, or fails to accept an offered position for which s/he is qualified, s/he shall be deemed to have resigned, and the obligation of the school corporation to provide a position to her/him will cease.
4. In all cases, the Board reserves the right to require an examination by a physician(s) other than the teacher's regular physician to determine the teacher's fitness to return to employment and resume the full performance of the duties and responsibilities to which s/he may be assigned. The cost of such examination shall be borne by the Board. In case of disagreement of said physicians, a third physician shall be consulted. The cost of this examination shall be borne by the Board.
5. Teachers enrolled in the school corporation's group insurance program and who are on Board-approved unpaid leaves, may continue enrollment in the insurance program by prepaying premiums to the corporation prior to the billing date.

6. The School Corporation and Board shall not be responsible for any lapse of insurance coverage due to the failure of a teacher to make payments prior to the billing date.

I. Armed Forces Leave

Any teacher employed under regular contract who, as a reserve member of the armed forces of the United States or National Guard, is called to active duty during the regular school year, shall be entitled to receive a temporary leave of absence for the period of time such teacher is on active military duty. The teacher shall be paid his/her contracted salary less the total amount of pay earned for military service during such leave of absence.

J. Sabbatical Leave

Upon recommendation of the Superintendent, the Board may grant a sabbatical leave of absence to a teacher for the period of one (1) year without pay or benefits for the purpose of advance professional study under the following conditions:

1. The teacher must have been employed by the Yorktown Community Schools for at least five (5) consecutive years prior to such leave.
2. The teacher shall present to the Superintendent a written request for a leave of absence, giving a comprehensive statement of intended plans and purposes for such leave.
3. Teachers enrolled in the school corporation's group insurance program and who are on Board approved sabbatical leave, may continue enrollment in the insurance program by prepaying the premiums to the corporation prior to the billing date.
4. The school corporation and Board shall not be responsible for any lapse of insurance coverage due to the failure of a teacher to make payments prior to the billing date.

K. Paternity / Maternity Leave

When a child is born to a teacher, he/she may take up to four (4) days paternity/ maternity leave with pay. These days shall not be deducted from the teacher's sick days.

L. Adoptive Leave

Adoptive leave shall be granted for a period of up to one (1) year without compensation. Upon initial application for the adoption, the teacher shall notify the Superintendent in writing of her/his intent to take a leave. The leave shall commence at the time the child is physically placed in the custody of the adoptive teacher. Upon application for the adoption, the teacher shall notify the Superintendent in writing of the anticipated duration of such leave. This leave shall be treated as an extended leave under Section G above.



M. Association Leave

The Association President, or his/her designees, shall be granted up to five (5) days each year to conduct Association business without loss of compensation. The Corporation shall pay for the cost of substitute pay for the first two (2) Association days used and the Association shall reimburse the Corporation for the cost of substitute pay for days three (3), four (4), and five (5) if used.


**ARTICLE VII**  
**Terms and General Provisions**

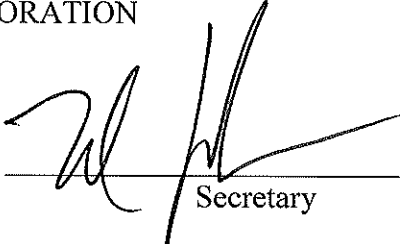
This contract shall be effective as of July 1, 2018 and shall continue in effect through June 30, 2019.

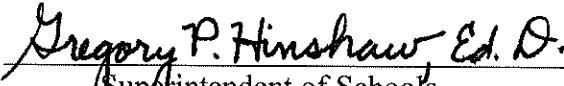
This contract is made and entered into at Yorktown, Indiana, on this 18<sup>th</sup> day of September 2018, and between the Board of School Trustees of the Yorktown Community School Corporation, County of Delaware, State of Indiana, party of the first part, heretofore referred to as the "Board" and the Yorktown Teachers Association, party of the second part, heretofore referred to as the "Association."

This contract is so attested to by the parties who signatures appear below:

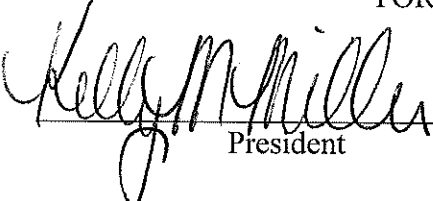
BOARD OF SCHOOL TRUSTEES OF THE  
YORKTOWN COMMUNITY  
SCHOOL CORPORATION

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

  
\_\_\_\_\_  
Superintendent of Schools

YORKTOWN TEACHERS ASSOCIATION

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## **Appendix A Compensation Model**

Compensation pay will be defined using the following model. This model will result in the following:

- A base increase for those eligible returning employees (HE and E) based on the **2017-18** SY evaluation results to be paid out in **2018-19** SY once the necessary data is collected and eligibility is determined. The base increase will be based on two factors, (1) Experience-will account for no more than 30% and (2) Performance Evaluation will account for 70% or more of the total base increase.

### **Eligibility**

- To be eligible for compensation pay (base), returning certified employees must receive an evaluation rating of Highly Effective (HE) or Effective (E) during the **2017-18** SY.
- Returning certified employees receiving a rating of Improvement Necessary (IN) or Ineffective (INEF) during the **2017-18** SY are not eligible.
- Certified personnel, both full time and less than full time, must be in attendance at least 50% of their contract and be evaluated in order to qualify. If the certified person works less than 50% of his/her contract, the person forfeits his/her base increase; yet an “incomplete” annual evaluation must be conducted.
- If a person works 50%-66% of his/her contract, the person may opt-in or opt-out of the compensation model. If the person opts-in, the person must receive a complete evaluation, which results in a summative evaluation ranking. Opting in allows for the person to be eligible for a base increase. Opting out results in an incomplete evaluation and not being eligible for compensation pay. A person who works 50%-66% of his/her contract and falls under the opt-in or opt-out clause, must declare his/her intent of participation (either way) in the compensation model in writing to central office by Nov. 1 or prior to the last student day of school. If he/she is placed on an Improvement Plan, he/she cannot opt-out once placed on an Improvement Plan.
- Staff newly hired during the **2018-19** SY will be paid according to Appendix C.
- Teachers who do not return for the **2018-19** SY for any reason are not eligible for any base or stipend monies.

### **Statutory Factors (2) & Definitions**

#### **1.) Experience (<30%)**

*Defined:* (one year of previous teaching experience of at least 120 days each of active employment)

#### **2.) Evaluation Results (>70%)**

*Defined:* Summative evaluation result rating based on **2017-18** SY (HE, E, IN, or INEF)

### **Range of Teacher Salaries (2017-18, prior to increase for 2018-19)**

- Teacher Range:  
Full-Time: \$40,933-\$66,167  
Part-Time: \$10,313-\$23,356

### Reallocated Funds

- If funds are remaining after the compensation formula is run, the remaining monies will go back to be redistributed to teachers deemed HE and E.

### Formula

- Base increase funds: \$300,000 General Fund Monies (less TRF, Social Security, VEBA, and 401(A) of approximately 21.15%) = \$247,626.91 = **Amount A**.
- Calculation for Individual Amounts
  - Step 1: Determine the number of returning teachers who completed at least 120 days of active employment in 2017-18 and have a 2017-18 evaluation rating of effective or highly effective. This is the number of teachers with an additional year of experience (**B**)
  - Step 2: Multiply B by \$100.00/teacher. Subtract the product of this amount from Amount A to determine total funds available for the evaluation factor (**Amount C**)
  - Step 3: Determine the number of teachers with an evaluation rating from 2017-18 of effective or highly effective to determine number of total eligible teachers based on evaluation (**D**)
  - Step 4: Divide Amount C by number of eligible teachers D to determine Base Increase Amount based on evaluation (**Amount E**).
  - Step 5: Add the \$100 for experience (for those who qualify) to amount E to determine the total base increase for each teacher.
  - If the percentage of the total base increase for any individual teacher based on experience is higher than 33.33%, then the amount for experience will be adjusted downward to the allowable 33.33% to the nearest dollar amount.

# Appendix B

	Stipend	ISTRF (employer)	ISTRF (employee)
HIGH SCHOOL ATHLETICS			
Athletic Trainer	\$22,964	\$1,722	\$689
Head Baseball Coach	\$6,605	\$495	\$198
Asst. Baseball Coach	\$3,303	\$248	\$99
Head Summer Baseball Coach	\$661	\$50	\$20
Asst. Summer Baseball Coach	\$661	\$50	\$20
Head Boys Basketball Coach	\$8,256	\$619	\$248
Asst. Boys Basketball Coach	\$4,128	\$310	\$124
Freshman Boys Basketball Coach	\$3,303	\$248	\$99
Basketball Statistician	\$661	\$50	\$20
Head Girls Basketball Coach	\$8,256	\$619	\$248
Asst. Girls Basketball Coach	\$4,128	\$310	\$124
Head Cross Country Coach - Boys	\$4,128	\$310	\$124
Head Cross Country Coach - Girls	\$4,128	\$310	\$124
Head Football Coach	\$8,256	\$619	\$248
Asst. Football Coach	\$4,128	\$310	\$124
Freshman Football Coach	\$3,303	\$248	\$99
Football Statistician	\$661	\$50	\$20
Boys Golf Coach	\$4,128	\$310	\$124
Girls Golf Coach	\$4,128	\$310	\$124
Head Softball Coach	\$6,605	\$495	\$198
Asst. Softball Coach	\$3,303	\$248	\$99
Head Boys & Girls Swim Coach	\$6,605	\$495	\$198
Asst. Boys & Girls Swim Coach	\$3,303	\$248	\$99
Boys Tennis Coach	\$4,128	\$310	\$124
Girls Tennis Coach	\$4,128	\$310	\$124
Head Boys Track Coach	\$4,954	\$372	\$149
Asst. Boys Track Coach	\$2,477	\$186	\$74
Head Girls Track Coach	\$4,954	\$372	\$149
Asst. Girls Track Coach	\$2,477	\$186	\$74
Head Volleyball Coach	\$6,605	\$495	\$198
Asst. Volleyball Coach	\$3,303	\$248	\$99
Head Wrestling Coach	\$6,605	\$495	\$198
Asst. Wrestling Coach	\$3,303	\$248	\$99
Head Cheerleading Coach	\$3,303	\$248	\$99
Asst. Cheerleading Coach	\$1,652	\$124	\$50
Boys Soccer Coach	\$4,954	\$372	\$149
Asst. Boys Soccer Coach	\$2,477	\$186	\$74
Head Girls Soccer Coach	\$4,954	\$372	\$149
Asst. Girls Soccer Coach	\$2,477	\$186	\$74
Strength Coach	\$1,652	\$124	\$50

## MIDDLE SCHOOL ATHLETICS

## Appendix B

8th Boys Basketball Coach	\$2,890	\$217	\$87
7th Boys Basketball Coach	\$2,890	\$217	\$87
6th Boys Basketball Coach	\$2,064	\$155	\$62
8th Girls Basketball Coach	\$2,890	\$217	\$87
7th Girls Basketball Coach	\$2,890	\$217	\$87
6th Girls Basketball Coach	\$2,064	\$155	\$62
Cross Country Coach	\$1,652	\$124	\$50
Asst. Cross Country Coach	\$1,239	\$93	\$37
Head 8th Grade Football Coach	\$2,890	\$217	\$87
Asst. 8th Grade Football Coach	\$2,477	\$186	\$74
Head 7th Grade Football Coach	\$2,890	\$217	\$87
Asst. 7th Grade Football Coach	\$2,477	\$186	\$74
Boys and Girls Golf Coach	\$1,652	\$124	\$50
Head Boys & Girls Swim Coach	\$2,064	\$155	\$62
Asst. Boys & Girls Swim Coach	\$1,486	\$111	\$45
Head Boys Track Coach	\$2,064	\$155	\$62
Asst. Boys Track Coach	\$1,486	\$111	\$45
Head Girls Track Coach	\$2,064	\$155	\$62
Asst. Girls Track Coach	\$1,486	\$111	\$45
8th Grade Girls Volleyball Coach	\$2,477	\$186	\$74
7th Grade Girls Volleyball Coach	\$2,477	\$186	\$74
6th Grade Girls Volleyball Coach	\$2,064	\$155	\$62
Head Wrestling Coach	\$2,064	\$155	\$62
Asst. Wrestling Coach	\$1,486	\$111	\$45
7th/8th Grade Cheerleading Coach	\$1,652	\$124	\$50
6th Grade Cheerleading Coach	\$661	\$50	\$20
Middle School Soccer	\$1,652	\$124	\$50

### HIGH SCHOOL MUSIC

High School Flags	\$2,477	\$186	\$74
High School Dancers	\$2,477	\$186	\$74
High School Band Instructor	\$4,954	\$372	\$149
High School Choir Instructor	\$2,477	\$186	\$74
Choir Accompanist	\$1,074	\$81	\$32
Musical Productions Instructor (2 Productions Per Year)	\$1,652	\$124	\$50
Summer Band Instructor	\$6,605	\$495	\$198
Asst. Summer Band Instructor	\$3,303	\$248	\$99
Percussion Instructor	\$2,477	\$186	\$74

### MIDDLE SCHOOL MUSIC

Summer Band Instructor	\$3,303	\$248	\$99
Middle School Band Instructor	\$3,303	\$248	\$99
Middle School Choir Instructor	\$1,652	\$124	\$50

### HIGH SCHOOL EXTRACURRICULAR

Academic Coach	\$661	\$50	\$20
Art Club Sponsor	\$661	\$50	\$20
DECA Sponsor	\$661	\$50	\$20
Building Liaison (LA/Math/Genl/NewTchr)	\$1,074	\$81	\$32
Drama Club Sponsor/Productions	\$2,890	\$217	\$87
FCCLA Sponsor	\$661	\$50	\$20

# Appendix B

Key Club Sponsor	\$1,074	\$81	\$32
Hoosier Spell Bowl Sponsor	\$413	\$31	\$12
Honor Society Sponsor	\$826	\$62	\$25
Coed Intramural Coach (Fall)	\$1,239	\$93	\$37
Coed Intramural Coach (Spring)	\$1,239	\$93	\$37
Junior/Senior Class Sponsor	\$1,074	\$81	\$32
Freshman/Sophomore Class Sponsor	\$661	\$50	\$20
Newspaper Sponsor	\$2,064	\$155	\$62
Dance Marathon Sponsor	\$1,074	\$81	\$32
Science Club Sponsor	\$661	\$50	\$20
Set Construction Sponsor	\$1,074	\$81	\$32
Skill Bowl Sponsor	\$1,074	\$81	\$32
Spanish Club Sponsor	\$661	\$50	\$20
Mentor	\$661	\$50	\$20
Ambassador Sponsors	\$661	\$50	\$20
Student Government Sponsor	\$3,303	\$248	\$99
Super Bowl Sponsor	\$661	\$50	\$20
Government Club Sponsor	\$661	\$50	\$20
Yearbook Sponsor	\$2,477	\$186	\$74

## MIDDLE SCHOOL EXTRACURRICULAR

Academic Coach Coordinator	\$1,074	\$81	\$32
Academic Coach	\$661	\$50	\$20
Art Club Sponsor	\$661	\$50	\$20
Art Fair Sponsor	\$413	\$31	\$12
Homework Help Coordinator	\$1,074	\$81	\$32
Homework Help Sponsor/Coach	\$826	\$62	\$25
Building Liaison L/A, Math, General	\$826	\$62	\$25
Hoosier Spell Bowl Sponsor	\$413	\$31	\$12
Comic Club Sponsor	\$661	\$50	\$20
Newsletter and Media Sponsor	\$661	\$50	\$20
Robotic Club Sponsor	\$826	\$62	\$25
Student Government Sponsor	\$1,239	\$93	\$37
YMS Yearbook Sponsor	\$1,074	\$81	\$32

## YES ELEMENTARY EXTRACURRICULAR

STEAM/Robotics Club Sponsor	\$413	\$31	\$12
Book Club Sponsor	\$413	\$31	\$12
Student Council	\$413	\$31	\$12
Science Fair	\$413	\$31	\$12
Building Liaison	\$826	\$62	\$25

Technology Integration Coach	\$1,074	\$81	\$32
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## PVE EXTRACURRICULAR

Robotics Club Sponsor	\$413	\$31	\$12
STEM Club Sponsor	\$413	\$31	\$12
Building Liaison	\$826	\$62	\$25

Appendix C  
Salary Scales (Newly Hired 18-19) SY

Experience	Bachelors	Amount
0		42,033.00
1		42,632.00
2		43,232.00
3		43,832.00
4		44,431.00
5		45,031.00
6		45,632.00
7		46,230.00
8		46,855.00
9		47,454.00
10		48,054.00
11		48,654.00
12		49,253.00
13		49,853.00
14		50,452.00
15		51,052.00
16		51,677.00
17		51,677.00
18		51,677.00
19		51,677.00
20		51,677.00
21		51,702.00
22		51,702.00
23		51,702.00
24		51,702.00
25		51,702.00
27		51,702.00
28		51,702.00
29		51,702.00
30		51,702.00

Experience	Bachelors+36	
0		43,149.00
1		44,115.00
2		45,081.00
3		46,047.00
4		47,013.00
5		47,979.00
6		48,945.00

Appendix C  
Salary Scales (Newly Hired 18-19) SY

7	49,911.00
8	50,902.00
9	51,868.00
10	52,834.00
11	53,800.00
12	54,766.00
13	55,733.00
14	56,699.00
15	57,665.00
16	58,656.00
17	58,656.00
18	58,656.00
19	58,656.00
20	58,656.00
21	58,681.00
22	58,681.00
23	58,681.00
24	58,681.00
25	58,681.00
27	58,681.00
28	58,681.00
29	58,681.00
30	58,681.00

Experience	Master's
0	43,440.00
1	44,406.00
2	45,372.00
3	46,338.00
4	47,305.00
5	48,271.00
6	49,237.00
7	50,203.00
8	51,194.00
9	52,160.00
10	53,126.00
11	54,125.00
12	55,125.00
13	56,124.00
14	57,123.00
15	58,123.00
16	59,180.00
17	60,213.00
18	61,246.00



Appendix C  
Salary Scales (Newly Hired 18-19) SY

19	62,278.00
20	63,311.00
21	67,267.00
22	67,267.00
23	67,267.00
24	67,267.00
25	67,267.00
27	67,267.00
28	67,267.00
29	67,267.00
30	67,267.00

**PAY DATES**  
**2018-2019**

<b><u>MONTH</u></b>			
AUGUST	31	FRIDAY	FIRST PAY OF 26 AND 21 PAYS
SEPTEMBER	14	FRIDAY	
	28	FRIDAY	
OCTOBER	12	FRIDAY	
	26	FRIDAY	
NOVEMBER	09	FRIDAY	
	23	FRIDAY	
DECEMBER	07	FRIDAY	
	21	FRIDAY	
JANUARY	04, 2019	FRIDAY	
	18	FRIDAY	
FEBRUARY	01	FRIDAY	
	15	FRIDAY	
MARCH	01	FRIDAY	
	15	FRIDAY	
	29	FRIDAY	
APRIL	12	FRIDAY	
	26	FRIDAY	
MAY	10	FRIDAY	
	24	FRIDAY	
JUNE	07	FRIDAY	LAST PAY OF 21 PAYS
	21	FRIDAY	
JULY	05	FRIDAY	
	19	FRIDAY	
AUGUST	02	FRIDAY	
	16	FRIDAY	LAST PAY OF 26 PAYS

## 2018 CBA COMPLIANCE CHECKLIST<sup>1</sup>

Item	✓	Page No. <sup>2</sup>
School employer and exclusive representative identified		4
Bargaining unit description matches the IEERB Order in effect at time of ratification		4
Beginning and ending date of CBA (must end on or before June 30, 2019)		25
Ratification date (must be on or after September 15)		25
General definitions (definitions that apply to the whole CBA)		4-5
Grievance procedure (if arbitration used, must indicate if advisory or binding)		n/a
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)		n/a
Salary for newly hired teacher (amount, schedule, or method of calculation)		6, 26, Ap. C
Wages/compensation for ancillary duties		7
Wages/compensation for extracurricular duties		7, Ap. B
Compensation for extended contracts		7, Ap. B
Compensation plan		
If there are no salary increases, CBA includes a statement to that effect		n/a
Statement of <b>annual</b> salary range for returning full-time teachers (don't include current year increases, ISTRF contributions, or salaries of newly hired teachers)		6, 26
Salary increases		
Statement that teachers rated ineffective/improvement necessary are not eligible		6, 26
Based on at least two of the five statutory factors		26-27
Definitions of factors (e.g. experience, academic needs, instructional leadership)		26
How much each factor contributes to increase (by points, percentage, amount, etc.)		26-27
Amount of increase (flat amount, % amount) or method for calculating amount		6, 26-27
<b>The combination of education and experience does not exceed 33.33% of the maximum available salary increase (unless the specific increase differential is to reduce the gap)</b>		26
<b>Salary increase differential<sup>3</sup> (if applicable) is based on one or more of the five factors</b>		n/a
<b>If using a salary increase differential to reduce the gap, the specific salary increase to reduce the gap: (1) is clearly identified and (2) actually reduces the gap.</b>		n/a
Redistribution provision or a statement explaining why redistribution not necessary		27

### Reminders:

- Clearly identify the Compensation Plan and make sure all salary increases are included in the compensation plan.
- If using possession of an advanced degree or credit hours as a factor, be sure it is limited to **content area** degrees or credit hours.
- If you include non-bargainable items for informational purposes only (e.g. number of ECA positions, number of extended contract days, etc.), be sure to include a statement to that effect.

<sup>1</sup> Red text denotes additions to the checklist for 2018.

<sup>2</sup> IEERB encourages parties to number the pages of their CBA. If there are no page numbers, parties should identify the Article or Section number of the particular item (e.g., Art. I Sec B; Sec IV #2, etc.).

<sup>3</sup> See the 2018 Rubric and the 2018 Guide to Salary Increase Differentials for additional guidance.