

Beech Grove City Schools



2018-2019

Agreement

Between

The Board of Education

School City of Beech Grove

and the

Beech Grove Classroom Teachers Association

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This Agreement shall be in effect July 1, 2018 and shall continue in effect through June 30, 2019.

ARTICLE I RECOGNITION AND SCOPE OF AGREEMENT

This Agreement made by and between The Board of School Trustees, hereafter referred to as the Board, of Beech Grove City Schools, hereafter referred to as the Corporation, and the Beech Grove Classroom Teachers Association, hereafter referred to as the Association.

The Board recognizes the Association as the exclusive bargaining representative for all certified personnel, hereafter referred to as Teachers, employed by the Corporation except the Superintendent, Assistant Superintendent, Grounds Supervisor, Director of Transportation, Director of Operations, Quality Coordinator, Director of Elementary Education, Director of Secondary Education, College & Career Coordinator, High School Curriculum and Instructional Coordinator, Middle School Curriculum and Instructional Coordinator, South Grove Curriculum and Instructional Coordinator, Central Elementary Curriculum and Instructional Coordinator, Hornet Park Curriculum and Instructional Coordinator, Administrative Assistants, Principals, Assistant Principals, Middle School Athletic Director, Deans, High School Athletic Director, High School Counselors, and Technology Integration Specialists.

ARTICLE II COMPENSATION MODEL

Section A Base Salary Increases, New Hire Salary Placement Schedule, and Salary Placement of New Hires

Due to the lack of available funding, no base salary increases will be granted for the 2018-2019 contract year. –

Under IC 20-28-11.5, a teacher rated ineffective or improvement necessary may not receive any raise or increment for the following year except as otherwise provided in IC 20-28-9-1.5(d).

1. 2018-2019 New Teacher Placement Salary Schedule

Level	Bachelor's Salary Column	Master's Salary Column
A	\$40,000.00	\$43,000.00
B	\$41,375.00	\$44,750.00
C	\$42,750.00	\$46,500.00
D	\$44,125.00	\$48,250.00
E	\$45,500.00	\$50,000.00
F	\$46,875.00	\$51,750.00
G	\$48,250.00	\$53,500.00
H	\$49,625.00	\$55,250.00
I	\$51,000.00	\$57,000.00
J	\$52,375.00	\$58,750.00
K	\$53,750.00	\$60,500.00
L	\$55,125.00	\$62,250.00
M	\$56,500.00	\$64,000.00
N	\$57,875.00	\$65,750.00
O	\$59,250.00	\$67,500.00
P	\$60,625.00	\$69,250.00
Q	\$62,000.00	\$71,000.00
R	\$63,375.00	\$72,750.00
S	\$64,750.00	\$74,500.00
T	\$66,125.00	\$76,250.00
U	\$67,500.00	\$78,000.00

2. The salary range for the 2018-2019 school year is \$40,000 to \$78,000.

3. Placement of New Hires on the 2018-2019 Salary Schedule

a. The salary schedule in Article II, Section A, Paragraph Number 1 set forth above shall be used for determining the salary of new hires.

b. Any teacher returning to BGCS will be placed at the level equivalent to his/her salary when he/she left plus additional levels equated to the number of effective or highly effective evaluations earned since leaving that have been obtained from an accredited public school, as established by the new hire criteria list in subparagraph c below. If the teacher has gained no teaching experience equivalent to 120 days in an accredited public school while gone from BGCS or effective/highly effective evaluations, then the teacher will be placed at the same (or equivalent after conversion for existing teachers) level he/she was earning prior to leaving BGCS.

c. Any teacher new to the district will be placed at an initial salary that mirrors a current teacher based on years of experience and education. A mirrored salary is a salary with the same degree (BA or MA) and years of experience in public education in an accredited school. The superintendent has the discretion to place the new hire one or two levels up or down from that initial placement as long as the placement does not place the new hire above level K. If the initial placement would place the new hire at or above K, the Superintendent does not have the discretion to place the new hire on any other level than the initial placement. For example, if a new hire education and experience would place them at Masters Row K, then the Superintendent has to place that individual at Masters Row K and does not have the discretion to place at Level L or Level M. If there are multiple current employees with the same degree level and years of experience, but different amounts, the initial placement shall be determined as the lowest salary amount in the group.

d. A retired teacher who is hired or rehired by the school corporation will be placed no higher than letter K for his/her initial salary.

4. Redistribution of Forfeited Salary Increases

Any salary increases that are required to be forfeited by a teacher evaluated as needs improvement or ineffective will be redistributed equally to the highly effective and effective teachers in the form of a one-time stipend. The Superintendent will notify the CTA President of the number of teachers rated ineffective and needs improvement and the total dollar amount that will be redistributed. This notification provision is being included for informational purposes only and has not been bargained.

Section B Extended Contracts

Teachers working extended contract days will be paid \$300.00 a day

Section C Co-Curricular Salary

The parties agree the annual co-curricular salary schedule for Teachers for the duration of this Agreement is accurately reflected in Appendix A.

Section D Athletic Coaching Salary

The parties agree the annual athletic coaching salary schedule for Teachers for the duration of this Agreement is accurately reflected in Appendix B.

Section E Indiana State Teachers Retirement Fund

The Board shall contribute the Teacher's share, which is 3%, of the Indiana State Teachers Retirement Fund in addition to the salary specified in this Agreement.

Section F Compensation for Committee Work – Ancillary Duty Compensation

If Teachers are assigned to team committee work by the administration for the implementation of Curriculum and Instruction, and that and other approved committee work occurs outside of the contract day, the Teachers shall be compensated thirty-five dollars (\$35.00) per hour unless otherwise stated in the grant requirement.

Section G Miscellaneous Teacher Compensation – Ancillary Duty Compensation

A teacher may also be paid his/her contracted hourly rate if the teacher is asked to teach in his/her licensed teaching area during his/her regularly scheduled prep time (at the teacher's discretion) to help reduce the teacher to student ratio in a building.

Section H Criminal Background Checks

The School Corporation will pay the cost for current employees of any and all expanded criminal history checks that are required by the school corporation of per I.C. 20-26-5-10.

ARTICLE III GROUP INSURANCE

Section A Health Insurance

HSBT Plan	Plan Coverage	Board Contribution
Plan 2	Single	\$6,088
Plan 2	Employee & Spouse	\$8,660
Plan 2	Employee & Children	\$9,236
Plan 2	Full Family Plan	\$9,470
 		
Plan 3	Single	\$5,416
Plan 3	Employee & Spouse	\$8,732
Plan 3	Employee & Children	\$9,320
Plan 3	Full Family Plan	\$9,554
 		
HSA Plan 4	Single	\$600 to HSA Account as the teacher matches the contribution \$4,900
HSA Plan 4	Employee & Spouse	\$600 to HSA Account as the teacher matches the contribution \$8,300
HSA Plan 4	Employee & Children	\$600 to HSA Account as the teacher matches the contribution \$8,900
HAS Plan 4	Full Family Plan	\$600 to HSA Account as the teacher matches the contribution \$9,050

In the event two Teachers are married and both are covered by group health insurance specified in this Agreement, then the Board contribution will be the Full Family Plan contribution (if the couple is participating in the Full Family Plan) or Employee & Spouse plan (if the couple is participating in the Employee & Spouse plan) plus the contribution of the Single plan in the category for which the couple is participating, not to exceed the total cost of the premium of the plan in which the couple is participating. For example: If two teachers are married and are participating in the Plan 3 Employee & Spouse plan, then the Board would contribute \$8,732 (contribution of Employee & Spouse for Plan 3) plus \$5,416 (contribution of Single for Plan 3), for a total contribution of \$14,148 (provided this total does not exceed the total cost of the premium of the plan in which the couple is participating).

If two teachers are married and select Plan 4, the total contribution to the HSA by the School Corporation will be \$1,200 if the teachers each match the \$600 contribution.

Section B Dental Insurance

The Board shall contribute up to three hundred fifty dollars (\$350) annually toward the premium cost of the dental insurance plan selected by a Teacher. In the event two Teachers are married and both are covered by group dental insurance specified in this Agreement the Board contribution shall be the sum of the family plan option contribution and the single plan option contribution.

Section C Vision Insurance

The Board shall contribute the cost of the employee only plan option toward the premium cost of the vision insurance plan selected by a Teacher.

Section D Pro-Rating for Part-Time Certified Teachers

When it is determined by the Superintendent that it is in the best interest of the School District to hire part-time certified teachers, the following provisions shall be in effect:

- 1) Part-time employment refers to one (1) teaching position less than 100% of one (1) full-time position.
- 2) Salary will be determined on a pro-rated basis by the Superintendent using the salary placement schedule in Article II, Section A-1. For example, a bachelor's teacher at Level J who is on a 50% contract will earn \$26,187.50.
- 3) Part-time teachers shall be eligible for Board contributions for health and dental insurance according to the following:

Teachers employed on a 75% to 100% base salary contract are eligible for 100% Board contribution;

Teachers employed on a 60% to 74% base salary contract are eligible for 75% Board contribution;

Teachers employed on less than a 60% base salary contract shall have Board contributions toward health insurance and dental insurance pro-rated to the same percentage as their base salary contract.

Example: 50% contract will receive 50% Board contribution.

Section E Life Insurance

The Board shall provide Teachers term life insurance in the amount of \$100,000. This amount shall be doubled in the event of an accidental death.

Teachers shall have the right to purchase, subject to insurance carrier regulations, additional term life insurance at their own expense. New Teachers to the Corporation must enroll in the program within thirty (30) calendar days following their first contract day to be eligible for this program.

Section F Long Term Disability Insurance

The Board shall provide Teachers long-term disability insurance with one hundred eighty (180) calendar day elimination period and coverage of two-thirds (2/3) base salary. Teachers employed on a Temporary Contract are not eligible for the Long Term Disability Insurance benefit.

Section G Section 125

Teachers shall have the benefits of section 125 of the IRS Act of 1978. An amount not to exceed 50% of salary may be set aside for the election of benefits, under Section 125 of the Internal Revenue code, which includes the non-taxable benefits of major medical, disability, cancer, Section 79 life, non-reimbursed medical, and dependent care.

The fees for generation II benefits shall be the responsibility of the Teacher.

ARTICLE IV LEAVE DAYS

Section A Personal Illness Leave

Teachers shall be entitled to be absent from work on account of personal illness for a total of ten (10) days each school year without loss of compensation. If the teacher has a qualifying FMLA event, personal illness days may be utilized during the twelve (12) week period of time.

Personal illness leave days may be taken in full day or half-day increments. The total number of unused personal illness leave days at the end of a school year shall accumulate to an unlimited total.

Personal illness days accumulated in the last place of employment may be claimed at the rate of three (3) days per year beginning with the second year in a new school Corporation until the accumulated personal illness leave is exhausted.

Section B Personal Business Leave

Teachers shall be entitled to be absent from work on account of personal business for a total of two (2) days each school year without loss of compensation.

Personal business leave days may be taken in full day or half-day increments.

The total number of unused personal business leave days at the end of a school year shall accumulate to a maximum of Five (5) personal business leave days in addition to the annual two (2) day allotment for a maximum of Seven (7) personal business leave days which can be taken in a school year without loss of compensation. Any additional unused personal business leave days shall accumulate as personal illness leave.

Teachers who substitute in a classroom four (4) periods or times will be awarded one (1) personal day. This also applies when students are placed in your classroom for the day or part of a day in K-6 buildings, this is considered one time for subbing per this language. Teachers may accumulate up to the 7 maximum personal days and any excess days will automatically be added to their accumulated sick leave. Teachers can only use 7 personal days during 1 (one) school year.

Section C Family Illness Leave

Teachers shall be entitled to be absent from work on account of illness, surgery, or accident involving an immediate family member a total of five (5) days each school year without loss of compensation. This leave is not accumulative.

An immediate family member is defined as spouse, child, step-children, parent, brother, sister, mother-in-law, father-in-law, or other person whose relationship is sufficiently close in judgment of the Superintendent of Schools to warrant such leave.

If all personal leave, emergency leave, and family illness leave have been used and additional days are required due to serious illness or accident to a family member, the Teacher may make a written request to the Superintendent to use unused personal illness days.

In the event that the emergency leave day has been used and a life or property-threatening situation arises which necessitates immediate action, unused family illness leave may be used.

In the event that all family illness days have been used and additional days are required due to illness of a family member, the Teacher may make a written request to the Assistant Superintendent for Business & Personnel to transfer up to three (3) personal illness days to become family illness days as needed.

Unused family illness leave days will be transferred to the accumulated sick leave at the end of the school year.

Section D Emergency Leave

Teachers shall be entitled to be absent from work on account of an emergency for a total of one (1) day or two (2) half (1/2) days each school year without loss of compensation. An emergency is defined as a sudden, unexpected occurrence demanding immediate attention.

Unused emergency leave at the end of a school year shall be added to the accumulation of personal illness days. An emergency leave day may also be used for the purpose of bereavement in respect to a relative or friend.

Section E Bereavement Leave

Teachers shall be entitled to be absent from work on account of death of a family member without loss of compensation for the number of days specified below.

For the purpose of this article, the "immediate family" shall be defined to include child, parent, brother, sister, mother-in-law, father-in-law, niece, nephew, aunt, uncle, stepmother, stepfather, stepdaughter, stepson, sister-in-law, brother-in-law, stepsister, stepbrother, daughter-in-law, son-in-law, grandmother, grandfather, spouse's grandmother, spouse's grandfather, granddaughter, step-granddaughter, grandson, step-grandson, legal dependent or any person residing in the same home as the employee.

Bereavement leave days do not need to be used consecutively.

A teacher on temporary contract shall have the same leave benefits as another teacher. A teacher on extended or supplementary contract (Example: Summer School) shall be able to use his/her leave benefits.

Five (5) days: parent, spouse, child, brother, sister, grandparent, grandchild, mother-in-law, father-in-law, stepchild, foster-child, daughter-in-law, son-in-law

Two (2) days: brother-in-law, sister-in-law

One (1) day: aunt, uncle, foster-parent

Bereavement leave must be taken within one (1) year after the date of death. Teachers who must travel three hundred miles (300) or more one way due to the death of a family member are entitled to two additional bereavement days for travel.

Section F Professional Leave

Teachers shall be entitled to be absent from work on account of professional activities for a total of one (1) day each school year without loss of compensation.

The Superintendent of Schools shall determine if the request is approved.

If the request is approved the Board may elect to pay expenses related to the request. Any expenses related to the request not paid by the Board are the responsibility of the Teacher.

Section G Association Leave

The Association is entitled to ten (10) days of Association leave without loss of compensation. Use of Association leave is determined by the Association President. Association leave may be taken in full day or half-day increments. No one Teacher may use more than five (5) days of Association leave in any one school year. Notice of Association leave must be in writing and given to the building principal at least twenty-four (24) hours in advance.

Section H Jury Duty/Trial Witness Leave

Teachers called to serve on jury duty or as a trial witness shall be granted jury duty/trial witness leave without loss of compensation.

Section I On-The-Job Injury Leave

Teachers absent due to injury or disability as a result of an unprovoked assault on school property or on school business, shall not be charged personal illness leave or any other leave provided for in this Agreement. In case of injury or disability which is determined to be compensable under the Workman's Compensation law the Board shall pay the Teacher in full until Workman's Compensation and social security begin. The Board shall pay the difference between Workman's Compensation and social security payments and the contractual salary of the Teacher, but in no case shall the payments made by the Board be paid for a period of more than six (6) consecutive months of disability.

Such benefit shall only be available to Teachers who certify their willingness to file charges and pursue legal avenues in prosecuting such cases. Legal counsel and assistance will be provided the Teacher in prosecuting such cases to their final resolution.

The Board may require an independent medical or psychological examination, at the Board's expense, if there is a question as to the condition of the Teacher during this leave.

Section J Professional Coaching Leave

One (1) professional coaching leave day per year may be granted to each high school or middle school head coach per sport without loss of compensation. The professional coaching leave day shall be used to attend clinics that are designed to improve coaching skills in the sport which they coach, and are presented by a university, state coaching or athletic association.

Section K Military Leave Guidelines

Paid family or personal leave not to exceed ten (10) days may be taken during any contract year, where the Teacher's spouse, child, or parent is enlisted or conscripted into the armed forces of the United States and is on active duty pursuant to a federal order. A Teacher is not entitled to more than the ten (10) days of paid military family leave from any combination of personal or family leave in any school year.

A Teacher may be granted up to fifteen (15) days leave in any calendar year without loss of compensation for National Guard Training, where an absence is necessary in accordance with IC 10-17-4, or other applicable law.

Section L Maternity Leave

Teachers shall be entitled to maternity leave in accordance with state and federal law. (See the School District's FMLA and other related policies for more information.)

Maternity leave and maternity benefit will be defined as follows:

- A. Maternity leave utilizes the teacher's available sick leave days. A separate maternity benefit does not utilize the teacher's sick leave days.

- B. Maternity leave commences the day following the birth of the child and continues for six (6) weeks. During this 6-week period, the teacher may use up to thirty (30) available sick leave days. If the teacher has fewer than thirty (30) available sick leave days, the teacher may choose to take the remainder of the 6-week period as an unpaid leave or may choose to move on to the maternity benefit. Any changes to the commencement date must be approved by the Superintendent upon submitting a formal written request.
- C. The maternity benefit consists of ten (10) consecutive) contractually paid days, which shall not be charged against a teacher's available sick leave.
- D. If the birth of a child occurs over the summer break, B and C of Section L will not be granted if the maternity leave and maternity benefit days expires prior to the first day of the school year. If the provision has not expired over the summer break, then the teacher may use any/all of the residual days, beginning with the first day of school and continuing consecutively.
- E. If the teacher is medically disabled, as verified by a physician's statement, beyond the provisions cited in this Agreement, the teacher may use more of her available sick leave days to cover the time period of the disability.
- F. Uncompensated leave may continue for up to one (1) year following the birth of the child. The teacher granted such a leave have the right to maintain, at her sole expense (paying the full premium), all insurance benefits in which she was enrolled at the time of the request.* A teacher on uncompensated leave is required to return within one (1) year following the birth of the child. The return date may be adjusted beyond the child's first birthday to the first day of the next grading period.
*If a teacher qualifies for FMLA, the district will maintain its financial contribution to health insurance benefits during the 12 week FMLA period.
- G. The teacher granted such a leave will be returned to the same assignment or one which is comparable and equal in benefits as determined by the administration.

Section M Paternity Leave and Paternity Benefit

Upon the birth of a child, the father who is a teacher shall be granted ten (10) consecutive contractually paid days of paternity benefit. These days will not be charged against the teacher's available sick leave and shall commence on the day following the birth of the child.

It is understood that in the event of a birth over the summer break, the granting of ten (10) paternity benefit days will not apply unless the number of allowable days overlaps with the beginning of the next school year.

Section N Adoption Leave and Adoption Benefit

A leave of absence for adoption shall be granted by the Board. This leave may be taken without jeopardy to reemployment, retirement, and salary and benefits.

Adoption leave and adoption benefit will be defined as follows:

- A. Adoption leave utilizes the teacher's available sick leave days. A separate adoption benefit does not utilize the teacher's sick leave days.
- B. Adoption leave commences the day following the placement of the child and continues for six (6) weeks. During this 6-week period, the teacher may use up to thirty (30) available sick leave days. If the teacher has fewer than thirty (30) available sick leave days, the teacher may choose to take the remainder of the 6-week period as an unpaid leave or may choose to move on to the adoption benefit.
- C. The adoption benefit consists of ten (10) consecutive contractually paid days, which shall not be charged against a teacher's available sick leave.
- D. If the placement of the child occurs over the summer break, the provisions in Section N, Subsections B and C, will not be granted if the adoption leave and adoption benefits days

expire prior to the first day of the school year. If the provisions in Article IV, Section N, Subsections B and C have not expired over the summer break, then the teacher may use any/all of the residual days beginning with the first day of school and continuing consecutively.

Section O Family and Medical Leave Act

Teachers shall be eligible for leave under the Family and Medical Leave Act (“FMLA”) in accordance with the federal law. (See Teacher Handbook)

Under the FMLA, an eligible employee can take off a combined total of up to 12 weeks in a leave year to care for a newborn child or for adoption of a child. (See Teacher handbook)

Section P Pro-Rating for Part-Time Certified Teachers

Part-time employment refers to one (1) teaching position less than 100% of one (1) full-time position.

Leave days for which a part-time teacher is eligible to receive shall be pro-rated equal to the percentage of the contract served and rounded to the nearest half-day. Leave must be taken in either half-day or full-day portions.

ARTICLE V SUMMER SCHOOL AND INTERSESSION

The Superintendent has decided to bargain supplemental service pay for summer school and intersession. Teachers of summer school and Intersession shall be paid \$40 for each hour of instruction in accordance with applicable state statute and regulations governing summer school pay for Teachers.

ARTICLE VI RETIREMENT COMPENSATION

Article VI shall constitute the retirement program of the Corporation and shall be counted as part of the cost of any salary agreement between the Board and the Association. For purposes of this Article and to qualify for total disability, a Teacher must be adjudged permanently disabled by the Indiana State Teachers’ Retirement Fund (ISTRF).

Section A IRS Code Section 401(a)

The Corporation shall contribute one percent (.01) of a Teacher’s base salary to the Corporation’s 401(a) plan.

Teachers shall become vested in this program according to the following schedule. Until such time of becoming vested all monies contributed by the Corporation shall not be available to the Teacher and upon termination of employment for any reason, other than total disability, the non-vested Corporation contributions shall be used to offset the contributions for that year. In the event of termination due to total disability, the affected Teacher shall be considered vested. Early forfeitures will be distributed per the plan document.

Vesting Schedule:	5 years of employment at BGCS	100%
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Section B IRS Code Section 403(b)

All Teachers shall be eligible for the 403(b) matching annuity program.

The program shall include provisions allowing matching employer salary contributions and matching employee contributions. Within the provisions of the IRS CODE, the plan shall be fully vested, shall be portable, and shall include the availability of loans and hardship withdrawals.

The Corporation shall match each Teacher’s like contributions up to two and one-half percent (.025) of the Teacher’s base salary.

There shall be an annual enrollment in the matching annuity program prior to the first day of the school year or within five (5) business days of employment.

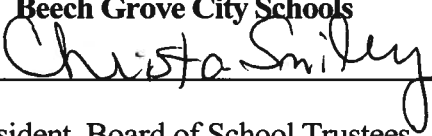
Step 4: When the grievance is not resolved in Step 3 it may be submitted, within five (5) contract days to the Board.

Within fifteen (15) contract days after receiving the grievance report the Board shall respond in writing to the grievant.

ARTICLE VIII TERM AND EXECUTION OF AGREEMENT

The terms of this Agreement shall begin on **July 1, 2018** and continue in effect through **June 30, 2019** with the exception of those provisions which specifically go into effect and/or expire by their own terms at such other dates.

The parties have ratified this Agreement on the dates set forth below.

Beech Grove City Schools


President, Board of School Trustees

BGCTA



Co-President, BGCTA



Secretary, Board of School Trustees



Co-President, BGCTA



Superintendent of Schools

Ratification Date: **November 13, 2018**



APPENDIX A

CO-CURRICULAR SALARY SCHEDULE

ASSIGNMENT	2018-2019
HS Art Department Chair	893
HS Business Department Chair	893
HS English Department Chair	1,342
HS Family/Consumer Science Department Chair	893
HS World Languages Department Chair	893
HS Industrial Technology Department Chair	893
HS Mathematics Department Chair	1,342
HS Music Department Chair	893
HS PE Department Chair	893
HS Science Department Chair	1,342
HS Social Studies Department Chair	1,342
HS Special Education Department Chair	893
HS Media Education Department Chair	445
HS Vocal Music Director	3,354
HS Vocal Music – Spring Spectacular	1,073
HS Vocal Music Choreographer	714
HS Instrumental Music Director	4,958
HS Asst. Instrumental Music Director	2,683
HS Instrumental Music – Spring Spectacular	714
HS Auditorium Director	1,342
HS Drama Sponsor	1,342
HS Flag Corp Sponsor	2,236
HS Winter Guard	2,236
HS Student Council Sponsor	1,342
HS Yearbook Sponsor	935
HS Newspaper Sponsor	935
HS Brain Game Sponsor	625
HS Foreign Student Sponsor	445
HS Academic Competition Coordinator	1,206
HS Robotics Sponsor	625
HS Mathematics Academic Competition Coach	224
HS Science Academic Competition Coach	224
HS English Academic Competition Coach	224
HS Social Studies Academic Competition Coach	224

HS Fine Arts Academic Competition Coach	224
HS Science Olympiad Sponsor	224
HS Prom Coordinator	445
HS Varsity Cheer Leader Sponsor – Seasons	893
HS Reserve Cheer Leader Sponsor – Seasons	893
HS Freshman Cheerleader Sponsor – Seasons	893
HS Wrestlerette Sponsor	893
HS Spell Bowl	224
HS National Honor Society	500
HS Clubs	400
HS FFA	4,000
HS Auditorium Scheduler	1,073
MS Yearbook Sponsor	2,123
MS Newscenter Sponsor	1,342
MS Science Fair Coordinator	266
MS Science Olympiad Sponsor	266
MS Art Show Coordinator	266
MS Academic Competition Coordinator	1,206
MS 7 th Grade Cheerleader Sponsor – Seasons	535
MS 8 th Grade Cheerleader Sponsor – Seasons	535
MS FFA	2,000
MS Robotics	625
MS Clubs	400
EL Art Show Coordinator	266
EL Music Show Coordinator	266
EL Science Fair Coordinator	266
HP Clubs	400
CE Clubs	400
SG Clubs	400
Mentor Teacher	5,000
Community Service	2,000

NOTE: The above positions may be split to accommodate employment of multiple staff members at the discretion of the Superintendent. There must be ten (10) students in a club to qualify for payment as listed on the salary schedule. There must be ten (10) to fifteen (15) players kept on the middle school basketball teams to pay for an assistant coach for both the 7th and 8th grade boys' and girls' teams.

APPENDIX B**ATHLETIC SALARY SCHEDULE**

ASSIGNMENT	2018-2019
HS Asst. Athletic Director	5,530
HS Director of Sports Information	2,500
HS Pool Director	1,500
HS Athletic Event Coordinator	2,500
HS Head Girls Basketball	6,390
HS Assistant Girls Basketball	3,832
HS Head Volleyball	4,257
HS Assistant Volleyball	3,192
HS Head Girls Swim	4,257
HS Assistant Girls Swim	3,134
HS Head Softball	3,626
HS Assistant Softball	2,765
HS Head (Girls and Boys) Track	3,294
HS Assistant (Girls and Boys) Track	2,471
HS Head Girls Tennis	2,789
HS Assistant Girls Tennis	2,132
HS Head Girls Cross Country	2,789
HS Head Girls Golf	2,027
HS Head Girls Soccer	3,903
HS Assistant (Girls) Soccer	2,925
HS Assistant Boys Soccer	2,925
HS Head Boys Basketball	6,390
HS Assistant Boys Basketball	3,832
HS Head Football	5,781
HS Assistant Football	3,467
HS Head Wrestling	5,781
HS Assistant Wrestling	3,832
HS Head Boys Swim	4,257
HS Assistant Boys Swim	3,134
HS Head Baseball	3,626
HS Assistant Baseball	2,765
HS Head Boys Tennis	2,511
HS Assistant Boys Tennis	1,918
HS Head Boys Cross Country	2,789
HS Head Boys Golf	3,041
HS Head Boys Soccer	3,903
MS Athletic Event Coordinator	2,500

MS 8 th Girls Basketball	3,832
MS 7 th Girls Basketball	3,832
MS 8 th Girls Basketball Assistant	1,000
MS 7 th Girls Basketball Assistant	1,000
MS 8 th Volleyball	2,555
MS 7 th Volleyball	2,555
MS Head Girls Track	1,975
MS Asst. (Girls and Boys) Track	1,481
MS Head Boys Cross Country	1,672
MS Head Girls Cross Country	1,672
MS Assistant Cross Country	1,000
MS Head (Girls and Boys) Swim	2,511
MS Assistant (Girls and Boys) Swim	1,879
MS 8 th Boys Basketball	3,832
MS 7 th Boys Basketball	3,832
MS 8 th Boys Basketball Assistant	1,000
MS 7 th Boys Basketball Assistant	1,000
MS Head Football	3,467
MS Assistant Football	2,600
MS Head Wrestling	3,467
MS Assistant Wrestling	2,600
MS Head Boys Track	1,975
MS Head Baseball (7 th and 8 th)	1,672
MS Assistant Baseball	1,000
MS Head Softball (7 th and 8 th)	1,672
MS Assistant Softball	1,000
MS Boys Golf	1,672
MS Girls Golf	1,672
MS Boys Tennis	1,672
MS Girls Tennis	1,672
MS Head Boys' Soccer	1,672
MS Head Girls' Soccer	1,672
EL 6 th Girls Basketball	1,066
EL 6 th Boys Basketball	1,066
EL 6 th Wrestling	1,066

NOTE: The above positions may be split to accommodate employment of multiple staff members at the discretion of the Superintendent.

APPENDIX C RETIREMENT BUY OUT PROVISIONS

Effective August 15, 2004, the parties agree that the following provision shall be enacted for all Teachers employed before August 1, 1998. The Educational Services Company ("ESC") actuarial study will

be used by the Corporation to buy out the retirement/severance provisions and health insurance provisions. The provisions of this buy out shall be as follows:

The cost to buy out the qualified Teachers shall be based on the following:

•	Assumed Initial Interest Rate	4.00%
•	Initial Interest Rate Period	2 years
•	Assumed Ultimate Interest Rate	7.50%
•	Mortality Table	up 94
•	Cash Flow Interest Rate	4.00%
•	Cash Flow Mortality Table	no deaths
•	Termination Assumption	mutually agreed upon table
•	Sick day accruals	4 days
•	Assumed Retirement Age	58
•	Corporation FICA	No
•	Retain Participant FICA	Yes
•	Salary Inflation Factor	0.00%
•	Health Insurance Premium Rate	\$7,200.00

The amounts determined by these calculations shall be distributed in the following manner.

Retirement/Severance Benefits [401(a)]:

The amount due in this calculation shall be deposited in the 401(a) account as provided for in Article VI, Section A.

Health Insurance Benefits [VEBA]:

The amount due in this calculation shall be deposited in the Voluntary Employee Benefit Association (VEBA) as provided for in Article VI, Section C.

APPENDIX D GRIEVANCE REPORT FORM

TO: **Building Principal**
FROM: _____, **Grievant**
DATE: _____

On _____, the following violation, misinterpretation, or
(date of grievance)
misapplication of this Agreement occurred:

This is a violation, misinterpretation, or misapplication of our current Agreement:

ARTICLE
SECTION
PARAGRAPH _____

I recommend this grievance be resolved as follows:

Step 2: GRIEVANCE FILED

	Date	Building Principal's Signature

PRINCIPAL'S RESPONSE (attached)	Date	Grievant's Signature

Step 3: GRIEVANCE TO SUPERINTENDENT

	Date	Superintendent's Signature

SUPERINTENDENT'S RESPONSE (attached)	Date	Grievant's Signature

Step 4: GRIEVANCE TO BOARD

	Date	Board President's Signature

BOARD RESPONSE (attached)	Date	Grievant's Signature

2018 CBA COMPLIANCE CHECKLIST¹

Item	✓	Page No. ²
School employer and exclusive representative identified	X	4
Bargaining unit description matches the IEERB Order in effect at time of ratification	X	
Beginning and ending date of CBA (must end on or before June 30, 2019)	X	4
Ratification date (must be on or after September 15)	X	16
General definitions (definitions that apply to the whole CBA)		NA
Grievance procedure (if arbitration used, must indicate if advisory or binding)	X	14
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)		NA
Salary for newly hired teacher (amount, schedule, or method of calculation)	X	5-6
Wages/compensation for ancillary duties	X	6
Wages/compensation for extracurricular duties	X	17-20
Compensation for extended contracts	X	6
Compensation plan		
If there are no salary increases, CBA includes a statement to that effect	X	4
Statement of annual salary range for returning full-time teachers (don't include current year increases, ISTRF contributions, or salaries of newly hired teachers)	X	5
Salary increases		
Statement that teachers rated ineffective/improvement necessary are not eligible	X	4
Based on at least two of the five statutory factors		NA
Definitions of factors (e.g. experience, academic needs, instructional leadership)	X	5-6
How much each factor contributes to increase (by points, percentage, amount, etc.)		NA
Amount of increase (flat amount, % amount) or method for calculating amount		NA
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)		NA
Salary increase differential ³ (if applicable) is based on one or more of the five factors		NA
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.		NA
Redistribution provision or a statement explaining why redistribution not necessary		NA

Reminders:

1. Clearly identify the Compensation Plan and make sure all salary increases are included in the compensation plan.
2. 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.
3. 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.

¹ Red text denotes additions to the checklist for 2018.

² 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.).

³ See the 2018 Rubric and the 2018 Guide to Salary Increase Differentials for additional guidance.