

AGREEMENT

BY AND BETWEEN THE

DANVILLE COMMUNITY SCHOOL CORPORATION

AND

DANVILLE LOCAL TEACHERS ASSOCIATION

- A. In accordance with the Acts of 1973, Public Law 217, the Danville Community School Corporation hereby recognizes the Danville Local Teachers Association as the exclusive representative of the certified employees of said Corporation except administrators as defined in Article 17. For the purposes of representation, the term administration shall mean all Superintendents, Principals, High School Athletic Director, Directors, and Business Manager.

July 1, 2018– June 30, 2019

TERMS OF AGREEMENT


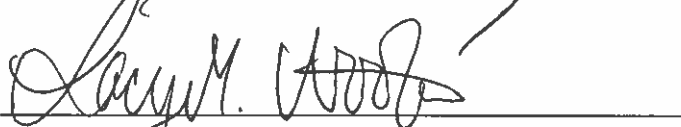

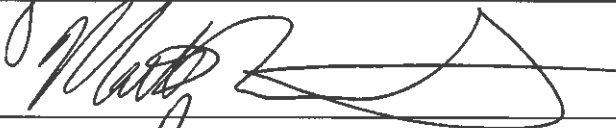
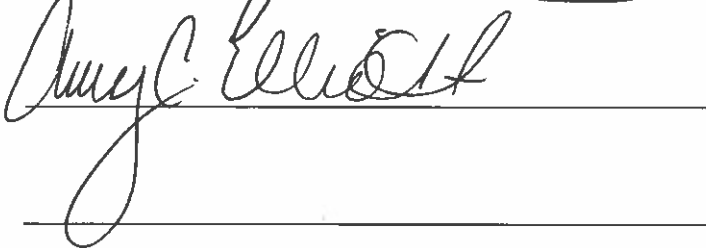
This Contract shall be effective as of July 1, 2018, and shall continue in effect through June 30, 2019.


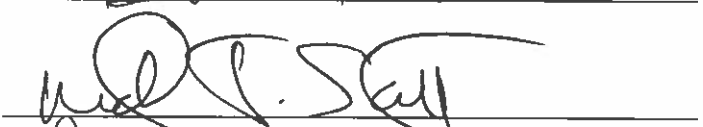
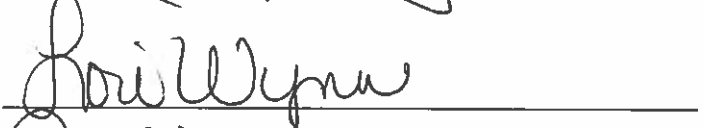
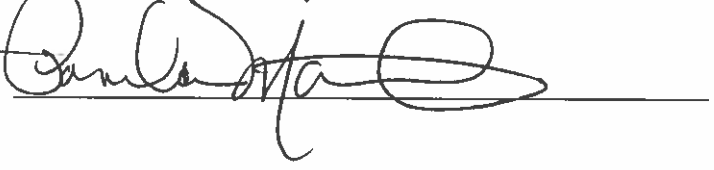
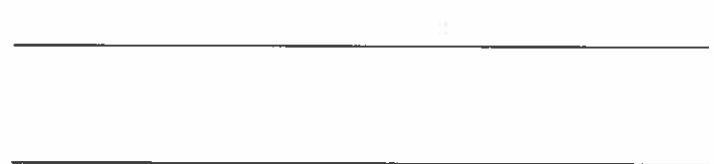
Ratified by vote of the Danville Local Teachers Association on October 11, 2018 and the Danville Board of School Trustees on October 22, 2018.

This Contract is so attested to by the parties whose signatures appear below:

**BOARD OF SCHOOL TRUSTEES
DANVILLE COMMUNITY SCHOOL CORPORATION**

**DANVILLE LOCAL
TEACHERS ASSOCIATION**

ARTICLE 1 - Understanding

The Danville Community School Board and the Danville Local Teachers Association hereby pledge support to seek avenues of understanding, to present factual data in open discussion, and to respect the responsibilities and concerns of each party respectively.

ARTICLE 2 - Insurance

- A. Hospitalization: A major medical/hospitalization insurance plan shall be made available. This plan shall be reviewed by the Association on an annual basis with the intent being to provide input to the Board in providing the best coverage for the least premium cost. The Danville Community School Corporation shall pay no less than eighty percent (80%) per year on the premium for each individual plan and no less than sixty percent (60%) per year on the premium for a family plan (includes employee and spouse or employee and child) through January 31st, 2018. Beginning February 1st, 2018, The Danville Community School Corporation shall pay the following dollar amounts toward the respective plans:
 - a. \$8,016.00 toward an individual PPO 2 plan, or \$14,781.60 toward a family PPO 2 plan, or;
 - b. \$7,000 toward an individual PPO 3, PPO 4, or PPO 5 plan, or;
 - c. \$12,500 toward a family PPO 3, PPO 4, or PPO 5 plan.
- B. Life Insurance: A term life insurance policy in the amount of twenty-five thousand dollars (\$25,000) shall be provided with the school district paying the entire premium except one dollar (\$1.00). Each teacher shall designate a beneficiary of this policy. An additional amount of supplemental life insurance may be elected and paid for by the employee.
- C. Employees that work less than full time will be entitled to pro-rated insurance benefits and benefit days.
- D. Dental: The School Corporation shall offer an optional dental insurance program where the Board shall pay no less than eighty percent (80%) per year on the premium for each individual plan and no less than sixty percent (60%) per year on the premium for a family plan (includes employee and spouse or employee and child).
- E. Any teacher on leave of absence from Danville Community School Corporation may continue membership in any insurance program provided by the Corporation during the leave period; however, the entire cost of the monthly premium shall be paid by the employee from the time the leave begins until one (1) month after the leave terminates and the employee returns to work.
- F. Long Term Disability: The Corporation shall provide long term disability insurance for all teachers. It shall provide a minimum benefit of sixty percent (60%) of salary or a maximum of fifteen hundred dollars (\$1,500.00) per month with a ninety (90) day waiting period. The Corporation shall pay fifty-five percent (55%) of the premium which is based upon the individual's salary.
- G. Benefit Program - Section 125: The Danville Community School Corporation will provide a flexible benefit plan under Section 125 of the Internal Revenue Code. Any administrative cost assessed by the TPA, if any, will be borne by the employee. The Association and superintendent shall agree upon the TPA.
- H. Family and Medical Leave Act: In accordance with the Danville Community School Corporation Policy Handbook, Policy No. 3430, Family and Medical Leave Act of 1993, an employee may find it necessary to take a leave of absence from work for certain family or medical reasons. (Form is available from the Corporation Office).

ARTICLE 3 - IRA

The Danville Community School Corporation will provide payroll deduction for those individual teachers who are interested in participating in an Individual Retirement Account. The Corporation will not participate financially in the program. The Association shall select a single financial institution where the IRA accounts shall be established.

ARTICLE 4 – 401(a) Plan

- A. Establishment: The Danville Community School Corporation shall establish a qualified retirement plan as described in section 401(a) of the Internal Revenue Code (the “401(a) Plan”). Subject to change in future negotiations, the School Corporation will annually make non-elective contributions to the 401(a) Plan equal to the product of two (2) percent times an eligible teacher’s compensation paid for the school year. This plan will remain in effect for teachers hired prior to October 5, 2015.
- B. Teachers hired after October 5, 2015, may also receive up to a two (2) percent 401(a) contribution equivalent to their contribution into a matching 403(b) account. Contributions need to be made in not less than one (1) percent increments.
- C. Terms and Conditions: Representatives of the Danville Community School Board and the Danville Local Teachers Association shall select a single investment vendor for the 401(a) Plan. The 401(a) Plan’s terms and conditions will be otherwise determined by the Danville Community School Corporation, except that the following shall apply:
 - 1. Separate Accounts: The contributions made for each teacher will be invested in a separate account within the 401(a) Plan. There will be no co-mingling of accounts and each teacher may determine how his or her account shall be invested among the investment options made available by the investment vendor selected for the 401(a) Plan.
 - 2. Vesting: Until such time that a teacher has retired or terminated employment and has also satisfied the vesting requirements hereinafter described, the teacher shall have no access to the assets held in his or her separate 401(a) Plan account. A teacher shall be fully vested in the teacher’s 401(a) Plan account if the teacher has completed not less than five (5) full contract years of service as a professional educator with the Danville Community School Corporation.
 - 3. Distributions: Following termination of employment, but not before, a teacher may elect to commence distributions from his or her vested 401(a) Plan account. If a teacher shall die after having satisfied the vesting requirements of Subsection B2 of this Article 7, the deceased teacher’s 401(a) Plan account shall be distributable to the deceased’s designated beneficiary or to his/her estate if no beneficiary designation has been made. (At no time may an individual borrow from his or her 401(a) Plan account.)
 - 4. Costs: Danville Community School Corporation shall not be paid any compensation for its services performed on behalf of the 401(a) Plan. However, to the extent allowed by applicable law, the Danville Community School Corporation shall be reimbursed for its reasonable expenses incurred in the administration of the 401(a) Plan. All costs incurred in the administration of the 401(a) Plan and investment fees shall be paid from the 401(a) Plan assets, including any forfeiture, in any reasonable manner as determined by the Danville Community School Corporation.
- D. Additional Contributions and Plans: The Danville Community School Corporation may make additional contributions to the 401(a) Plan, and it may establish other qualified plans as described in section 401(a) of the Internal Revenue Code, subject to such terms and conditions as the School shall determine, in its sole discretion, to be appropriate. Such additional plans may be maintained separate from the 401(a) Plan or, for administrative convenience, maintained as part of the 401(a) Plan.
- E. Future Adjustments: Except as otherwise limited by applicable law, it is understood that the Danville Community School Board and the Danville Local Teachers Association may, in the future, bargain modifications of any kind to Article 7, provided however, that the expiration or revision of this Article 7 shall not affect the retirement benefits of teachers already receiving benefits pursuant to this Article 7.

ARTICLE 5 - Sick Leave

- A. Each teacher under contract shall be entitled to be absent from work for illness or family illness for a total of ten (10) days the first year and seven (7) days in each succeeding year, without loss of compensation. A teacher under an extended contract of at least twenty (20) days shall be entitled to one (1) additional day of sick leave.
- B. If in any one school year the teacher shall be absent for such illness less than the stated number of days, the remaining days shall be accumulated to an unlimited number.
- C. If a teacher has accumulated sick leave days in a prior school corporation(s) of employment, the Corporation will transfer three (3) days per year and continue doing so until all days have been transferred.
- D. This leave may be used for your own personal illness or injury, legal quarantine or for an illness or injury of your spouse, child or parent or for persons residing in your household who are dependent upon you for care and support and which necessitates your absence from work. It is also available for visits to health care providers for you or your spouse, child, parent or persons living in the same household with you.

ARTICLE 6 - Voluntary Sick Leave Bank

- A. The purpose of the sick leave bank is to provide sick leave pay to contributors to the sick leave bank after their individual accumulated leave has been exhausted due to prolonged illness or accident.
- B. Membership:
 - 1. Participation in the sick leave bank shall be on a voluntary basis and shall be open to all certified school personnel.
 - 2. To become a member of the sick leave bank, one day from the participant's accumulated sick leave must be donated to the sick bank.
 - 3. Enrollment shall be open during the first thirty (30) calendar days of each school year or the first week of employment.
- C. Use of Sick Leave Bank:
 - 1. A member may apply for the use of day(s) in the sick leave bank after the following terms have been met:
 - a.) The members own sick leave and personal leave days have been used.
 - b.) A member applying to the sick leave bank for the use of days shall submit a statement in writing, supply a doctor's statement, and file any form required by the Sick Leave Bank Committee.
 - 2. Sick leave bank is only for use during regular contract workdays.
 - 3. Sick leave bank days shall not cover pregnancy.
 - 4. Sick leave bank days shall be used only by the individual contributor for his/her personal or immediate family illness.
 - 5. Days granted from the sick leave bank shall be credited to the account of the applicant. Should all borrowed days not be used, the days shall be returned to the sick leave bank.
 - 6. Period reviews by the sick leave bank committee of all use shall be made. No use shall extend more than thirty (30) working days without review by the committee.
 - 7. A recipient of days from the sick leave bank that are used for his/her personal illness will not be required to repay the borrowed days
 - 8. A recipient of days from the sick leave bank who uses the days for his/her immediate family illness who stays in the employment of the Corporation shall be required to repay those days as follows:
 - a.) The Corporation's payroll department will deduct two (2) days from the employee's sick day balance each year at the time of accrual.
 - b.) The recipient may transfer any accumulated sick days to the sick leave bank as payment of the days borrowed.

c.) The recipient may use a combination of the two above.

9. A recipient who retires, becomes totally disabled, or dies after borrowing days from the sick leave bank and who still owes days, is exempt from repayment.
10. A recipient who leaves the corporation's employment may have the financial value of the remaining days due deducted from his final check(s) at the daily rate at the time of the loan. The number of days repaid in this manner will be credited to the sick leave bank.
11. Repayment shall begin the school year immediately following withdrawal of days from the bank.
12. Days that are contributed to the sick leave bank cannot be reclaimed.

D. Sick Leave Bank Committee:

1. The sick leave bank committee shall consist of the Superintendent of the Danville Community Schools or his designee, and four contributing members of the sick leave bank to be appointed by the President of the Danville Local Teachers Association.
2. The sick leave bank committee will approve or deny all requests to draw on the bank within ten (10) working days after the request is received. The decision will be returned in writing within this period.
3. The sick leave bank committee shall have the right to limit the number of days granted from the bank
4. All decisions shall be made by a majority vote of the entire committee.
5. All decisions of the sick leave bank committee to grant, deny or suspend grants of sick leave days from the sick leave bank will be final and binding and not subject to grievance.
6. The sick leave bank committee will assess each participating member one day per school year, unless the days held by the bank are deemed sufficient by the committee. In that case no additional days would be assessed; however, new members would be required to donate one day. If the committee felt the sick leave bank were in danger of being depleted, an additional day might be requested from each member at the discretion of the sick leave bank committee.
7. The sick leave bank committee shall be empowered to adopt rules and regulations, to design required forms and to make decisions required to administer the bank.

ARTICLE 7 - Personal Leave

- A. Each teacher shall be entitled to four (4) days for transaction of personal business and/or the conduct of personal or civic affairs during each school year of employment. A teacher wanting to use a personal leave day must notify their building principal of their intent to take a personal leave day so that a substitute can be scheduled to cover their classroom responsibilities while they are gone. Except in an emergency situation, these days will not be used immediately before, or after the following days off from school: Winter Break, Martin Luther King Day, Presidents Day, Spring Break, Memorial Day, Independence Day, Labor Day, Fall Break, and Thanksgiving Break. An emergency is defined as times that an employee cannot control the date or time for the activity or event but it is a personal commitment. Should an emergency be declared by the teacher, any determination shall be made by the Superintendent of Schools and the President of the DLTA.
- B. No personal days may be taken in addition to the four (4) allotted personal days with or without pay; unless prior approval is granted by the superintendent.
- C. Unused personal leave will be added to a teacher's sick leave.

ARTICLE 8 - Parent Leave

- A. Any teacher who is pregnant may continue in active employment as late into pregnancy as she desires, if she is able to fulfill the requirements for her position. All or any portion of leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick leave. This leave may be taken without jeopardy to re-employment, retirement and salary benefits.
- B. In the case of the birth or adoption of a child, the teacher adopting the child or either parent of the newborn child who is employed as a teacher may elect to take a one-year unpaid parental leave of absence. The Superintendent may require the teacher to provide a copy of the birth certificate of the newborn or proof of the adoption, as applicable. This leave may be taken without jeopardy to re-employment, retirement and salary benefits.

ARTICLE 9 – Bereavement Leave

- A. In the event of death in the immediate family, (immediate family defined as spouse, father, mother, son, daughter, brother, sister) the leave with pay will be for not more than five (5) school days' absence beyond the day of the death.

In the event of death in the extended family (extended family defined as aunt, uncle, niece, nephew, grandparent, grandchild, great-grandparent, great-grandchild, the leave with pay will be for not more than three (3) schools days' absence beyond the day of the death.

Leave will pertain also to the spouse of any of these in this article, or person living within the home as part of the family. If you are married, leave may be available for the same members of your spouse's family. In the event of extenuating, or unforeseen circumstances requiring additional leave, a written request may be made to the superintendent to consider approval of up to five (5) additional days of leave.

ARTICLE 10 - Professional Leave

- A. Occasionally it is desirable that the school corporation grants professional leave to its staff for the improvement of the school as well as the teacher. When this situation presents itself, the teacher shall submit an application, approved by the building principal, to the superintendent, requesting release time for such leave. The application is to be submitted with reasonable notice.
- B. Reimbursement for attendance at such approved meetings will include registration fees for the meeting; mileage, if driving, to and from the place of the meeting, will be paid at the existing IRS allowable rate as approved by the School Board by the most direct route; and, in addition any other justifiable expenses incurred which will not exceed \$65.00 per day. Receipts must be submitted with the claim for reimbursement.

ARTICLE 11 - Military Leave

Military leave will be granted to any teacher who is inducted or called to duty during time of a declared war or military action, or drafted into a branch of the Armed Forces. Up to four (4) years credit on the salary schedule will be granted for military service. The teacher shall have up to sixty (60) calendar days after release from active duty to notify the Board of his or her intention to return to the Corporation.

ARTICLE 12 - Tax Sheltered Annuity

Payroll deductions for a tax sheltered annuity program shall be made available at the written request of an individual teacher employed by the Danville Community School Corporation. These annuities shall be secured from agents and/or companies that satisfy the IRS regulation that will take effect on January 1, 2009. The approved 403(b) vendors for our district are VALIC, AXA/Equitable, Horace Mann. The school corporation will not participate financially in this program.

ARTICLE 13 - Jury Duty

A teacher called for jury duty shall, during the required period of absence from assigned duty by the school employer, be paid full regular salary less the total amount of per diem allowed, earned by such teacher for jury duty.

ARTICLE 14 - Grievance Procedure

Section 1 - Definition: A grievance is an alleged violation or claimed misrepresenting of a specific section of this contract.

Section 2 - Purpose: The purpose of this grievance procedure is to secure, at the lowest possible administrative level an equitable solution to the grievance.

Section 3 - Procedure:

- A. The grievant will detail in writing the nature of the alleged grievance. Grievances shall be processed within the time limits outlined in this contract. Every effort shall be made to expedite the process. The time limits may be extended by the mutual consent of both parties.
- B. A grievance may be withdrawn at any time by a written statement by the grievant to the building principal and/or superintendent.
- C. If there is a failure to communicate the decision on a grievance within the specified time limit, excluding vacation days, at any level, the grievant shall then be awarded the remedy claimed.
- D. The grievant, the Association president, the building principal and the superintendent shall receive a copy of the grievance and its disposition at each level.
- E. Form(s) to be used in the grievance procedure will be agreed to under this contract and is set out in Appendix C. Such form(s) will be available in each building, to be obtained from the building principal.
- F. Level One:
 - 1. The grievant with an alleged grievance shall file the alleged grievance in writing with the building principal, except in matters of salary or salary related fringe benefits, which must be filed at Level Three. The written grievance shall name the school employee involved, shall state the facts giving rise to the grievance, shall identify by specific reference all sections of this agreement alleged to be violated, shall state the contention of the grievant with respect to the provision of said section, and shall indicate the specific relief requested.
 - 2. If the grievant does not file a grievance in writing within forty five (45) calendar days after the occurrence of the alleged grievance, the alleged grievance shall be waived.
 - 3. The principal shall have seven (7) calendar days to reach a decision on the alleged grievance. Said decision is to be sent to the grievant.
- G. Level Two:
 - 1. If the grievance is not settled at Level One, it may be appealed to the superintendent, stating the grounds for appeal. A meeting with the superintendent shall be held within ten (10) calendar days following the receipt of such notice and the superintendent shall promptly notify the grievant of the date, time, and place where such appeal shall be heard. The superintendent's written decision shall be transmitted to the grievant within five (5) calendar days after the hearing.
- H. Level Three:
 - 1. If the grievance is not settled at Level Two, it may be appealed to the Board by submitting the written grievance to the secretary of the Board. At the next regularly scheduled meeting, the Board shall designate a committee to meet with the grievant for the purpose of hearing the grievance. Said meeting shall take place within thirty (30) days from the Board's appointment of the committee to hear the grievance. Written notice of meeting time, date, and place shall be sent to the grievant. Within fifteen (15) days after such meeting, the Board shall rule on the disposition of the grievance. The findings and action of the Board are final.

- I. Level Four:
 - 1. Nothing in this procedure shall abrogate the right of the aggrieved teacher and/or the Association to file a complaint with the Indiana Education Employment Relations Board (IEERB).

ARTICLE 15 - Summer Employment

- A. Summer school teachers of state approved and financially supported courses will be paid at the rate determined by the teacher's placement on the then current salary schedule at their daily pay. The number of years of experience will remain the same as the school year just completed. Teachers of courses which are unapproved by the state for financial support shall be paid at the current hourly rate for these courses as established by the Board.
- B. Summer school teachers shall be allowed one (1) sick/personal leave day per twenty (20) day teaching period.
- C. Unused sick/personal leave day shall be added to a teacher's regular school year sick leave.

ARTICLE 16 - Compensation for Professional Services Outside the Contracted School Day

- A. Teacher attendance at training sessions requested by the administration outside the school year (185 days) and/or outside the school day (7 1/2 hours) will be compensated at the current base hourly rate of beginning teachers. This does not include college course work.
- B. Any special services team teacher requested to work outside the school year (185 days) will be compensated at his or her hourly rate with prior approval of the superintendent.
- C. Additional compensation is not approved when teachers have professional leave and/or expense reimbursement granted to attend conferences, in-service, teacher training during the regular school year.
- D. Teachers who desire to write curriculum documents shall apply to the curriculum coordinator. Those approved will receive compensation as follows:

One year courses meeting 5 days per week	\$400.00
One semester/trimester courses meeting 5 days per week	\$200.00
All other courses	\$100.00
- E. Teachers who volunteer to revise curriculum documents shall be compensated. Teachers will be notified by the curriculum director in advance of the type and amount of compensation.
- F. The teacher or teachers responsible for administratively assigned detention supervision, student study table, or tutoring will be compensated at the current base hourly rate of beginning teachers.

ARTICLE 17 -Definition of Administration

- A. For the purposes of representation, the term administration shall mean all Superintendents, Principals, High School Athletic Director, Directors, and Business Manager.

ARTICLE 18 – Expanded Criminal History Background Check

The Danville Community School Corporation will pay costs of required Expanded Criminal History Background Checks every five years for existing teachers as established under HEA 1079.

ARTICLE 19 –Retirement Incentive for early notification

- A. Danville Community School Corporation agrees to provide a \$2,000 retirement bonus for eligible retirees who provide timely notice of their intent to retire at the end of the 2018-19 school year. Written notice must be received by the office of the superintendent not later than 4:00 pm on February 1st, 2019.

**APPENDIX A
DANVILLE COMMUNITY SCHOOL CORPORATION**

COMPENSATION MODEL

Section 1: The salary amount of teachers returning for the 2018-19 school year was between \$36,000 and \$72,200 based on a 185 day teacher contract. After the 2018-19 increase is awarded, full time teacher salaries will range between \$38,000 and \$74,700.

Section 2: The annual salary for teachers new to Danville Community Schools shall be determined by the Superintendent and will require approval from the school board. Such teachers shall be placed in the same salary range of current teachers with similar education and experience. When the teaching position is determined to be a high need area, placement shall not deviate from this similar range by more than 15% and will require approval from the school board. Recognized experience will include accredited public schools.

Section 3: A teacher must be rated effective or highly effective AND work at least 120 days to receive any increase in compensation for the 2018-19 school year. Teachers rated as ineffective or improvement necessary remain at their prior year salary. ECA stipends are not affected by this statutory requirement.

Section 4: Compensation Model

Each teacher will be eligible to earn points for specific performance in the following four defined categories:

1. Evaluation (maximum of five (5) points)
 - i. Teacher evaluated as effective or highly effective will receive five (5) points
2. Experience (maximum of one (1) point)
 - i. One year's experience is defined as a minimum of 120 days in "pay status" per ISTRF
3. Academic Needs of the School Corporation (maximum of one point (1) point)
 - i. Approved PGP's of 30 or more for that contract year.
4. Education (maximum of one (1) point)
 - i. Teachers possessing a Master's degree in content area will receive one (1) point.

The total point value for the compensation model will be eight (8) points.

A total of six (6) points must be earned for a teacher to be eligible for performance compensation.

The amount of performance compensation by a teacher will be determined by the following formula:

The total amount of General Fund dollars bargained for performance compensation divided by the aggregate total of points earned by all teachers paid from General Fund equals "dollars per point". The amount of dollars per point is then multiplied by the number of points earned by an individual teacher to calculate his/her performance compensation.

Earned performance compensation will be added to the prior year's base salary to determine the base salary for the subsequent school year. Performance compensation shall be cumulative.

This model shall be used to calculate the teacher base salary for the 2018-19 school years.

Teachers who are paid from funds other than the General Fund will receive the same amount of performance compensation as someone paid from the General Fund earning the same amount of points. Any teacher on a partial contract, who is eligible for performance compensation, will receive a pro rata share of performance compensation relative to the percentage of their contract to a full contract.

- Section 5: For the 2018-19 contract period a certain dollar amount will be determined during the current negotiation period and will be allocated to the Compensation Model. The total money to be funded into the teacher compensation model will be \$264,000 for the 2018-19 contract. This amount includes wages excluding wage related benefits and health insurance costs.
- Section 6: Any teacher who is declared ineligible for a salary increase due to their performance evaluation, may request in writing a personal conference with the Superintendent or his/her designee. This provision was not bargained and is for informational purposes only.
- Section 7: For the 2018-19 contract year, the amount of “raise” allocated to certified staff that is determined to be ineligible for a salary increase and new teachers to the district will be fully re-distributed by way of the compensation model to teachers rated effective or highly effective and otherwise eligible for a raise.

DCSC Sample Compensation Model

The following model is only for illustration purposes to demonstrate how points earned translate into base compensation earned in a given year.

Step 1: Points Available for Performance (Maximum possible total = 8 points)

- | | | |
|----|---------------------|------|
| 1. | Years of Experience | 1.00 |
| 2. | Evaluation | 5.00 |
| 3. | Academic Needs | 1.00 |
| 4. | Education | 1.00 |

A teacher must earn a minimum of six (6) points be eligible for performance compensation

Sample Performance Scenarios

Teacher A: 170 days of payroll status, MS Degree, Effective evaluation, earned 30 PGP's

Teacher B: 185 days of payroll status, Highly Effective evaluation

Teacher C: 100 days of payroll status, Effective evaluation

Teacher D: 185 days of payroll status, Needs Improvement evaluation, earned 30 PGP's

Teacher E: 185 days of payroll status, Highly Effective evaluation, earned 30 PGP's

Step 2: Teacher Points Earned Based on Performance

	Teacher A	Teacher B	Teacher C	Teacher D	Teacher E	Total Points
Experience	1.00	1.00	0	1.00	1.00	
Evaluation	5.00	5.00	5.00	0	5.00	
Academic Needs	1.00	0	0	1.0	1.00	
Education	1.00	0	0	0	0	
Total Points Earned	8.00	6.00	0.00	0.00	7.00	21

Step 3: Negotiated Amount of General Fund Dollars Available for Teacher Salary Increase (Sample)

Total dollars bargained = \$6,000 for this sample

Total points earned by all teaches = 21 points for this sample

- *Note Teacher C did not earn minimum number of points (6), Teacher D is not eligible for raise due to evaluation.*

Total Dollars Available \$ 6,000 / Total points earned (21) = **\$ 285.71 per Point**

Step 4: Individual Teacher Performance Compensation Calculation (Sample)

		Points		\$ per Point		Performance Compensation Increase
Teacher A	=	8.00	X	\$285.71	=	\$ 2,285.68
Teacher B	=	6.00	X	\$285.71	=	\$ 1,714.26
Teacher C	=	0.00	X	\$285.71	=	\$ -
Teacher D	=	0.00	X	\$285.71	=	\$ -
Teacher E	=	7.00	X	\$285.71	=	\$ 1,999.97

	Previous Year Base Salary		Increase		New Year Base Salary	
Teacher A	\$ 58,746	+	\$ 2,285.68	=	\$ 61,031.68	= 3.9%
Teacher B	\$ 38,876	+	\$ 1,714.26	=	\$ 40,590.26	= 4.4%
Teacher C	\$ 55,636	+	\$ -	=	\$ 55,636.00	= 0.0%
Teacher D	\$ 44,751	+	\$ -	=	\$ 44,751.00	= 0.0%
Teacher E	\$ 66,176	+	\$ 1,999.97	=	\$ 68,175.97	= 3.0%

**APPENDIX B
EXTRA-CURRICULAR ACTIVITY SALARY SCHEDULE**

The extra-curricular positions are negotiated positions which, according to need, may or may not be filled at the issuance of contract by the School Board with the advice of the administration. It shall be the option of the School Board to assign more than one individual to a negotiated position as determined by the level of involvement in the program at any time under contract. **The number of positions indicated per category has not been bargained and is presented for informational purposes only.**

Payments for ECA Assignments will be made according to the following group assignments:

Group A: 50% payment at the halfway mark of the season and 50% at the end of the season for Group numbers – 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 16, 22, and 23.

Group B: Payment will be spread out over all payroll checks for the contract year for Group numbers – 12, 13, 14, 15, 17, 18, 19, 20, and 21.

**EXTRA CURRICULAR ASSIGNMENTS 2018-19 INDEX
BASED ON \$38,000 COMPOSITE SCHEDULE BEGINNING SALARY**

HIGH SCHOOL ATHLETICS

Group 1 0.3017 x \$38,000.00 = \$11,464.60

Head Boys Basketball
Head Football
Head Girls Basketball

Group 2 0.1211 x \$38,000.00 = \$4601.80

Head Wrestling	Head Volleyball
Head Baseball	Head Girls Track
Head Boys Track	Head Girls Swim
Head Boys Swim	Head Girls Softball
Head Boys Soccer	Head Girls Soccer
	Head Cheerleading

Group 3 0.1139 x \$38,000.00 = \$4,328.20

Assistant Boys Basketball (4)
Assistant Girls Basketball (3) plus (1) position annually as needed when the number of student athletes participating warrants adding an additional team to the girls program.
Assistant Football (5)

Group 4 0.0779 x \$38,000.00 = \$2960.20

Head Boys Cross Country	Head Boys Golf
Head Girls Cross Country	Head Girls Golf
Head Boys Tennis	Head Girls Tennis

Group 5 $0.0735 \times \$38,000.00 = \2793.00

Assistant Wrestling	Assistant Volleyball (2)
Assistant Baseball (2)	Assistant Girls Track (2)
Assistant Boys Track (2)	Assistant Girls Swim
Assistant Boys Swim	Assistant Softball (2)
Assistant Soccer	Assistant Girls Soccer

Group 6 $0.0476 \times \$38,000.00 = \$1,808.80$

Assistant Boys Tennis	Assistant Girls Tennis
Assistant Cross Country	Assistant Cheerleading

Group 7 $0.0240 \times \$38,000.00 = \912.00

Weight Trainer (2)

MIDDLE SCHOOL ATHLETICS

Group 8 $0.0779 \times \$38,000.00 = \2960.20

8th Grade Boys Basketball	7th Grade Football
7th Grade Boys Basketball	8th Grade Girls Basketball
8th Grade Football	7th Grade Girls Basketball

Group 9 $0.0605 \times \$38,000.00 = \$2,299.00$

Wrestling	Girls Track
Boys Track	8th Grade Volleyball
Swimming	7th Grade Volleyball

Group 10 $0.0476 \times \$38,000.00 = \$1,808.80$

Assistant 8th Grade Boys Basketball	Head Girls Cross Country
Assistant 7th Grade Boys Basketball	Assistant Wrestling
Assistant 8th Grade Girls Basketball	Assistant Boys Track (2)
Assistant 7th Grade Girls Basketball	Assistant Girls Track (2)
Assistant 8th Grade Football (2)	Assistant Swim
Assistant 7th Grade Football (2)	Cheerleading
Head Boys Cross Country	

Group 11 $0.0230 \times \$38,000.00 = \874.00

Assistant Boys Cross Country
Assistant Girls Cross Country

Group 12 0.0907 x \$38,000.00.= \$3,446.60

High School Choral Director

Group 13 0.0510 x \$38,000.00.= \$1,938.00

High School Speech Director
High School Drama Director
Robotics Club

High School Yearbook Sponsor
High School Musical Director
Business Professionals of America Advisor

Group 14 0.0359 x \$38,000.00.= \$1,364.20

Middle School Yearbook
Middle School Choral Director
High School Paper Sponsor
High School Student Council

Group 15 0.0144 x \$38,000.00.= \$547.20

National Honor Society
M.S. (Gr. 7 & 8) Student Council
H.S. Asst. Student Council

M.S (Gr. 5 & 6) Student Council

Group 16 0.0116 x \$38,000.00.= \$440.80

Library Club
Art Club
French Club
Spanish Club
Odyssey of Mind (1@7/8)
National Jr. High Honor Society
Rotary Interact
Freshman Class Sponsor
Sophomore Class Sponsor
M.S. Math Club (1)
M.S. Science Club
Key Club
North Elem. Academic club 1
North Elem. Academic club 3
South Elem. Academic club 1
South Elem. Academic club 3

North Elem. Academic club 2
North Elem. Academic club 4
South Elem. Academic club 2
South Elem. Academic club 4

Group 17 0.0720 x \$38,000.00.= \$2,736.00

Auditorium Manager

Group 18 **0.0473 x \$38,000.00.=** **\$1,797.40**

H.S. Department Heads

Science	Practical Arts
English	Social Studies
Math	Fine Arts
Business	Special Education
Physical Education	Foreign Language

M.S. Department Heads (6)

Science	English
Math	Social Studies
Related Arts	Special Education

Elementary Grade Level Reps

Kindergarten
First
Second
Third
Fourth

Group 19 **0.0389 x \$38,000.00.=** **\$1,478.20**

H.S. Audio-Visual	Outdoor Learning Center Manager
H.S. Video	

Group 20 **0.0359 x \$38,000.00.=** **\$1,364.20**

Asst. Auditorium Manager (2)

<u>H.S. Academic Coaches</u>	<u>M.S. Academic Coaches</u>
Math	Math
Science	Science
Social Studies	Social Studies
Fine Arts	English
English	All Around
All Around	Spell Bowl
Spell Bowl	

Group 21 **0.0240 x-\$38,000.00.=** **\$912.00**

M.S. Audio-Visual	H.S. Computer Supervisor
Junior Class Sponsor	Mentor Teachers
Senior Class Sponsor	(Mentors for other teachers who are in their first and second year of teaching)

Group 22

Online Teacher – up to 85 hours at 1/7 of the daily rate of the teacher.

Group 23

Building Level High Ability Coordinators –

High ability coordinators will be assigned and compensated from the Federal High Ability grant as needs are determined by the administration. The total amount is not to exceed the annual amount of the grant. Up to twelve (12) positions may be staffed at a rate of \$1,000 per position.

Group 24

Extended Contracts * The number and specific type of positions have not been bargained and is presented for informational purposes only.

- A. The following identified positions will receive additional stipends as noted and may also receive extended contracts as determined annually by the administration. When provided, extended contracts are computed by determining the daily rate of the particular individual faculty member involved with the assignment and shall be computed on the basis of 185 contract days. Additional and specific stipends associated with certain positions are noted in the column to the right.

<u>Positions</u>	<u>Stipend Amount</u>
Assistant Athletic Director - Middle School	\$6,877.37
Assistant Athletic Director - High School	\$6,877.37
High School Band Director	\$5,262.57
High School Band Assistant-Percussion	\$1,241.31
High School Band Assistant-Guard	\$1,241.31
Middle School Band Director	\$1,241.31
Guidance Director	\$2,489.55
H. S. Counselor	\$1,894.82
M.S. Counselor	\$1,894.82
High School Media Center	
Middle School Media Center	
Elementary Media	
School Psychologist/Psychometrist (2)	
High School Agriculture Teacher (1)	

**APPENDIX C
GRIEVANCE FORM**

Grievance # _____

Date filed _____

To Principal _____

Name of Grievant _____

Building _____

Assignment of Grievant _____

1. Date Grievance occurred _____

2. Statement of Grievance _____

3. Section of Contract Violated _____

4. Relief Sought _____

Grievant Signature

Date

5. Position of Association President _____

Association President's Signature

Date

6. Position/response of Principal (Level One): _____

Principal's Signature

Date

(Attach additional pages as needed for any section)

7. Position/response of Superintendent (Level Two): _____

Superintendent's Signature

Date

8. Date filed with the Board: _____

9. Date Board appointed Hearing Committee: _____

10. Date of Board Hearing: _____

11. Position/response of the Board: _____

Signature of Board President

Date