

Danville Community School Corporation bargaining team offer to Danville Local Teachers Association

10/01/19

6:45pm

- TRL BLD 1. Increase life insurance policy to \$50,000 per covered member pending approval by CIESC board.
- TRL BLD 2. Increase staff member discount for participation in LWLC pre-school to 15% single and 20% for multiple children. *(will not be applied to the contract)*
- TRL BLD 3. Allow up to three (3) days for the DLTA president, or proxy to conduct Association work without loss of pay.
- TRL BLD 4. Allow teacher employees and immediate (household) family free admittance to regular athletic and extra-curricular events. (tournaments excluded) *(will not be applied to the contract)*
- TRL BLD 5. Allow up to three (3) paid days for parent leave (new birth and adoptions)
- TRL BLD 6. In group 16 of the ECA schedule: Add family and consumer science club and best buddies club to the ECA schedule; remove Odyssey of the Mind (7/8); Add MS club 1, 2, 3, 4.
- TRL BLD 7. Teachers will earn \$12/hr for each 7 periods worked subbing in classrooms. Accrued time paid after each seven sessions. A period worked shall be a minimum of 40 minutes.
- TRL BLD 8. Accrued sick days will be capped at 90 days. (teachers currently in excess of 90 days will be grandfathered with no additional days earned beyond total at end of 2018-19 school year.) Excess days above the 90 (or grandfathered number) not used in the present year will be paid to the employee at the end of each successive year in the amount of \$63.75 per day which shall include load (ie. TRF, OASDI, etc.).
- TRL BLD 9. The superintendent may negotiate salary placement with retired teachers (INPRS) being hired, or re-hired into the school corporation. The final amount will not exceed the salary range.
- TRL BLD 10. The amount of dollars funded into the compensation model for the 2019-20 school year is established at \$306,573 in addition to the cost of salary related benefits (TRF, OASDI, etc.)
- TRL BLD 11. Teacher beginning base will be established at \$40,000 for the 2019-20 contract year.
- TRL BLD 12. Teachers returning to Danville Schools for the 2019-20 school year (and eligible for a raise) who have between and including 1 year and 16 years of total teaching experience will receive an additional \$1,000 including salary related benefits. This is due to the academic need to retain teachers.

*ML* *BVD* 13. Article 2- Insurance Item E: Any teacher on an approved unpaid 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.

*ML* *BVD* 14. Article 4 correct section E. to reference Article 4 instead of Article 7.

*ML* *BVD* 15. Article 6, section C.3: Sick leave bank days shall not cover pregnancy unless pregnancy complications before and/or after childbirth are attested to by a physician as qualifying the teacher for medical leave. The teacher will then be eligible for sick leave benefits subject to section D of this article.

*ML* *BVD* 16. Article 19 section 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 2019-20 school year. Written notice must be received by the office of the superintendent not later than 4:00 pm on February 3<sup>rd</sup>, 2020.

*ML* *BVD* 17. Appendix A Section 2: The annual salary...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. The superintendent will notify the DLTA president when this provision is utilized.

*BVD*

*ML*

10-1-2019

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