

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

**THIS CONTRACT ENTERED INTO THIS 30th DAY OF OCTOBER, 2017  
BY AND BETWEEN  
THE BOARD OF SCHOOL TRUSTEES OF THE CULVER COMMUNITY SCHOOLS  
AND THE  
CULVER COMMUNITY TEACHERS ASSOCIATION**

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## ARTICLE I

### RECOGNITION & DEFINITIONS

- A. The Board recognizes the Culver Community Teachers Association as the exclusive Bargaining Agent for school employees.
- B. The term teacher when used in this Contract shall refer to all certified personnel employed by teaching contract by the Board except the Superintendent, Principals and Assistant Principals. The administrative duty pay of Athletic Directors shall be set by the Board.
- C. The term Board when used in this Contract shall refer to the Board of School Trustees of the Culver Community Schools Corporation and shall include its authorized officers, representatives and agents.
- D. The term Association when used in this Contract shall refer to the Culver Community Teachers Association and shall include its authorized officers, representatives and agents.
- E. The School Corporation when used in this Contract shall refer to the Culver Community Schools Corporation of the County of Marshall, of the State of Indiana.
- F. The term Immediate Family when used in this Contract shall refer to father, mother, brother, sister, spouse, child, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparents, grandparents-in-law, grandchild, or somewhere for whom the teacher has guardianship.

## ARTICLE II

### LEAVES

#### SICK LEAVE

- A. Sick leave shall be credited annually to each teacher on the first day of his/her employment year as follows:
1. Ten (10) days for teachers on regular contract for the first time.
  2. Eight (8) days for teachers on regular contract for the second and succeeding years.
  3. Teachers who have accumulated sick leave in the last previous school corporation of employment may, at the start of the second contract year in this school corporation, transfer in three (3) days of accumulated sick leave. An additional three (3) days of said accumulated sick leave may be transferred in for each succeeding year of employment in this school corporation until all such accumulated sick leave has been so transferred.
  4. Absence due to injury or assault incurred in the course of the teacher's employment shall not be charged against the employee's sick leave days or personal business days. The Board shall pay to such teacher the difference between the teacher's salary and benefits received under the Indiana Worker's Compensation Act.
- B. At the end of the school year the total unused portion of the annual sick leave allowance shall be permitted to accumulate.
- C. Sick leave days accumulated by a teacher prior to a leave of absence shall be credited to the teacher upon return to duty from the leave of absence.
- D. Annual and accumulated sick leave days may be used only for the following reason:
1. Personal illness or injury of the teacher.
  2. Medical and/or dental appointment for the teacher.
  3. Illness or injury of a member of the household, parent, or child of the teacher up to five (5) days. Routine births of grandchildren do not constitute an illness or injury under this section.
  4. In order for a teacher to use more than five (5) consecutive days of sick leave for himself or herself, a doctor's note regarding the illness or injury must be provided.
- E. Upon accumulation of ninety (90) sick days, a teacher may elect to convert five (5) sick days to one (1) personal day twice per year.
- F. Sick Leave Bank

A voluntary sick leave bank shall be established for the benefit of all certified staff members who elect to join the sick leave bank. The sick leave bank shall be used for the purpose of providing a bank of days upon which

members of the sick leave bank may draw in case of extended illness of the certified staff member. The following rules shall govern the operation of the sick leave bank:

1. A member of the certified staff may elect to join the sick leave bank by contributing two (2) of his/her accumulated sick leave days to the sick leave bank.
2. The annual enrollment period of accepting voluntary membership in the sick leave bank shall be the first ten (10) days of the school year or the first ten (10) days following ratification of this Contract, whichever is later.
3. A teacher employed by the school corporation after the annual enrollment period has passed shall have ten (10) days from the date of employment in which to enroll in the sick leave bank.
4. Those certified staff members electing to become a member of the sick leave bank must remain a member for the entire school year. A member of the sick leave bank ceases to be a member upon his termination of employment in the corporation.
5. Members may draw from the sick leave bank within the following conditions:
  - a. Days are available in the bank.
  - b. All sick leave and personal leave accumulated by the member have been exhausted.
  - c. After an individual has been absent a minimum of five (5) school days for the same illness or disability and has exhausted all individual sick leave and personal leave.
  - d. A member of the sick leave bank may draw a maximum of thirty (30) days from the sick leave bank during any one school year. Days shall be paid back to the bank at a rate of two (2) days per school year until the bank is repaid half the number days borrowed or the Teacher separates employment.
  - e. For a member to draw from the sick leave bank, an attending physician's statement must be presented verifying the nature of the illness and the necessity for being absent.
6. Membership in the sick leave bank shall be automatically continued from one school year to the next unless the member indicates in writing his election to withdraw from the sick leave bank. Such withdrawal must be so indicated during the annual enrollment period.
7. Days remaining in the sick leave bank at the end of the school year shall remain in the sick leave bank.
8. Whenever the total accumulated days in the sick leave bank fall below seventy (70) days, each member of the sick leave bank shall be assessed on (1) additional sick leave day to be added to the sick leave bank.
9. Members of the sick leave bank who leave the employment of the corporation or who withdraw from the sick leave bank shall leave in the sick leave bank any days contributed.
10. The superintendent's office shall administer the sick leave bank and shall make available to the employee's information pertaining thereto.

11. The Association President shall be informed by the Superintendent when the sick leave bank is being used.
12. A teacher who separates employment may choose to donate the balance of his/her accumulated leave to the sick leave bank and shall provide written notification to the Superintendent as such.

## OTHER LEAVES

### A. Personal Leave

1. Teachers shall be granted three (3) days of personal leave with pay per school year. Personal leave is to be used for matters that cannot be scheduled outside of regular school hours.
2. Unused personal leave shall be transferred annually to accumulated sick leave.

### B. Legal Leave

1. When requested, a teacher may serve on jury duty. The Board shall pay the teacher his/her full salary provided that such teacher returns to the Board all pay received for serving on jury duty, excluding the reimbursement for mileage and meals for serving on jury duty within ten (10) days after the teacher receives such jury duty pay.
2. Teachers required to appear in court on school-related matters will not be penalized in any way.

### C. Death Leave

1. A maximum of five (5) consecutive school days of death leave will be granted for absence due to a death in the family. Family is defined as father, mother, brother, sister, spouse, child, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparents, grandparents-in-law, grandchild, or someone for whom the teacher has guardianship. The five (5) consecutive school days shall include the day of the funeral. However, death leave days do not carry over to school days from vacations and breaks if the leave days normally would have been used if school was in session.
2. Exceptions may be approved by the Superintendent based on individual circumstances.
3. In the case of the death of any other relative, the teacher shall be eligible for one (1) day of leave on the day of the funeral.

### D. Professional Leave

Teachers may attend professional conferences with the advanced approval of the administration and the Board. The Board may reimburse the teacher concerned reasonable expenses for mileage, parking fees, lodging, food and registration fees incurred as a direct result of attending such conference. Proper receipts from such expenditures must be presented for reimbursement.

### E. Association Leave

The Association President or his/her designee shall be granted, upon request, a cumulative total of three (3) days total each year for Association business without the loss of compensation. An additional day of leave will be granted to the president or designee to lobby in Indianapolis. The Association will pay the cost of a substitute.

### F. Pregnancy And Childbirth-Disability-FMLA Leave

Culver Community Schools Corporation Bylaws & Policies 3430.01.

**G. Military Leave**

Culver Community Schools Corporation Bylaws & Policies 3437.

**H. Sabbatical**

A. A maximum of two (2) teachers per year shall, upon request, be granted a year's leave without pay, using the following criteria:

1. Requests must be made in the Superintendent's office no later than March 31 and shall be granted in the order submitted.
2. A teacher may remain in all insurance programs at his/her own expense.
3. A teacher is not eligible to utilize this provision until they have completed ten (10) years of service at Culver and may take it again during each subsequent ten-year period of employment.

**I. Non-Birthing Parent Leave & Adoptive Leave**

When a child is born, the non-birthing or adoptive parent shall be afforded leave as dictated by the Family and Medical Leave Act. Paid accumulated sick leave days may be used while a teacher is on FMLA leave.



## ARTICLE III

### COMPENSATION

- A. The Board agrees to pay each teacher the base salary as determined after raises are given. New teachers will continue to receive their base rate as of the date of hire. Salary range will be between \$32,500 and \$60,110 for full-time teachers. See Appendix C for a list of actual teacher salaries for the 17-18 school year.
- B. Any teacher receiving an extra-curricular stipend will have the option of receiving the stipend via one lump sum payment at the end of the season or divided into equal monthly payments beginning the first regular payday after the beginning of the season and ending on the first regular payday after the end of the season.
- C. The Board agrees to pay salaries and stipends according to the directions on Appendix B and E.
- D. Teacher's salary shall be distributed on 26 equal pays, on a biweekly schedule, beginning August 11, 2017. Whenever a teacher separates employment the unpaid wages or compensation of such teacher shall become due and payable at the regular pay day for the pay period in which the separation occurred as per IC 22-2-9-2.
- E. Any raises or stipends bargained in this contract shall be paid within 30 working days of finalizing the evaluations.
- F. All remediation, summer school or intersession teachers will be paid for the hours they are required to be on duty.
- G. Salary Placement for New Hires. The superintendent has the authority to hire staff at a reduced rate after consultation with the association representative. Regardless of this provision, no full-time teacher will be hired at a salary less than \$32,500. See Appendix D for a list of new teacher hire salary range for the 17-18 school year.

The superintendent has the authority to hire at a rate of up to \$5,000 above the range based on need of the district and/or quality of candidates. The superintendent has the authority to offer above the \$5,000 increase if the association representative is in agreement.

Teachers shall be placed on the salary range at the row equaling the number of years' experience in teaching at a public school, including both in-state and out-of-state public schools. Teachers coming from the private school sector will be placed at the salary range two (2) levels below their current experience.

- H. Retiree Re-Employment Compensation. If the corporation employs a retired teacher whether on a full-time or part-time basis, the teacher's salary shall be based on the salary of a teacher with four (4) years' experience on the New Hire Salary Range.
- I. Calculation of pay for extended contracts shall be determined by the following formula; teachers per diem rate multiplied by the number of contracted days beyond 184. The resulting product added to the teacher's contracted salary.

Calculation of the per diem pay shall be the teacher's base salary divided by 184.

Calculation hourly wage shall be the teacher's base salary divided by 184 divided by the contracted hours per day.

- J. Ancillary Duties. Ancillary Duties are defined as meetings, professional development trainings and other school activities outside the contractual day or contractual year. Ancillary Duties do not include lesson planning and the grading of student work. In a given school year teachers shall be required to perform a maximum of ten (10) hours of Ancillary Duties at a rate of \$0 per hours.
- K. The School Corporation shall pay the cost of any and all expanded criminal history checks and expanded child protection index checks up to thirty dollars (\$30) that are required by the School Corporation or per IC 20-26-5-10.

## ARTICLE IV

### GRIEVANCE PROCEDURE

#### A. Definitions

1. A grievance is a claim by one or more teachers of a violation, a misapplication or misinterpretation of this Contract.
2. The term teacher includes any individual or group of individuals within the Bargaining Unit.
3. The term day when used in this Article shall be school working day. During the summer recess the term shall mean weekday.

B. The purpose of this grievance procedure is to settle equitably, at the lowest possible administrative level, issues which may arise from time to time with respect to specific claims of violation, misapplication or misinterpretation of the provision of this Contract. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure.

C. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted if the adjustment is consistent with the terms of this Contract, and the Association has been given an opportunity to be present at such hearing if requested by the grievant.

#### D. Procedure

1. The number of days indicated at each level shall be considered as maximum, and every effort shall be made to expedite the process. The time limits may be extended by mutual consent in writing by authorized representatives of each party.
2. Level One. A teacher with grievance may initiate this procedure in one of the following ways:
  - a. He/She may approach the building principal or his/her designees concerned and discuss the matter in his/her own behalf.
  - b. He/She may request that a representative of the Association accompany him/her in approaching his/her building principal or his/her designee. In such case, the building principal or his/her designee shall not initiate any consultation with the grievant prior to any scheduled meeting at which the representative is to be present.
  - c. In the event that steps "a" and "b" above are unsuccessful in solving the grievance, the teacher may file a formal grievance in writing. A written grievance shall be filed as soon as possible but in no event longer than fifteen (15) days after disclosure of the facts giving rise to the grievance.
  - d. Within five (5) days of the filing of the formal grievance in writing, a meeting shall take place between the building principal or his/her designee, the grievant and the Association representative. The building principal shall promptly notify the grievant and the Association of the date, the time and the

place where such hearing shall be held. A written answer to the grievance shall be given to the grievant and to the Association within ten (10) days after the hearing date.

3. Level Two. If the grievance is not settled at Level One, it may be appealed to the Board by filing a written notice with the Board's chief administrator, the Superintendent, stating the grounds for the appeal. Such an appeal must be filed within ten (10) days after receipt of the written answer to the grievance in Level One. A meeting with the Board or its designated representative(s) shall be held within ten (10) days following the receipt of such notice, and the Superintendent shall promptly notify the grievant and the Association of the date, the time and the place where such appeal shall be heard. The Board's written decision shall be transmitted to the grievant and the Association with five (5) days after the hearing.
4. Level Three. Within ten (10) days of receipt of the decision at Level Two, the grievance may be submitted to Binding Arbitration. The Association shall notify the Board of its intention to submit the matter to Binding Arbitration within this ten (10) day period. After notification that the matter shall be submitted to Binding Arbitration, the following procedures shall be followed:
  - a. The two parties shall attempt to select an arbitrator by mutual agreement. If they cannot agree on an arbitrator within five (5) days after notification is given, the arbitrator shall be selected by the American Arbitration Association in accordance with its rules, which shall likewise govern the arbitration hearing. The arbitrator shall set forth his/hers finding and conclusions on the issues submitted within thirty (30) days following the hearing. The findings and recommendations of the arbitrator will be binding to the Board and to the Association.
  - b. The Board and the Association agree that neither party shall be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party.
  - c. The cost of the arbitrator under this article shall be divided equally between the Board and the Association. Any other expense involved in conducting the arbitration hearing shall be borne by the side incurring such expense.
5. Other provisions relating to the Grievance Procedure
  - a. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.
  - b. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant and are not valid basis for evaluations of consideration of awarding any professional advantages to such a teacher.
  - c. If the building principal or his/her designee in Level One or the Board or its designee in Level Two fails to participate in, or to render a decision in the time allotted, the grievance will move to Level Three.
  - d. If no appeal at any step is taken before the stated deadline, then it is evident the grievance has been satisfactory resolved.

## ARTICLE V

### WAGE RELATED FRINGE BENEFITS

- A. The Board agrees to contribute \$6,235.43 annually towards the premium of a single medical insurance plan. The Board agrees to pay \$12,300.00 annually towards the premium of a family medical insurance plan.
- B. The Board agrees to contribute up to \$600 annually for the premiums of a Dental and Vision plan selected by the Board.
- C. The School Corporation shall provide \$50,000 Group Term Life Insurance coverage, with additional death and dismemberment provisions, for each teacher so electing this benefit at a cost of \$1.00 to each teacher.
- D. Each teacher shall be covered by a long-term disability insurance program paid for by the Corporation that provides for a minimum benefit of two-thirds (2/3) salary.
- E. The parties agree to investigate the possibility of making a 401(a) contribution during the term of the 2016-2017 collective bargaining agreement subject to mutual agreement and only if doing so doesn't place the corporation in deficit financing. The parties shall meet to discuss the findings of the Corporation on this issue on or before December 10, 2017.

#### F. General Provisions Relating to Various Insurances

1. For a new Teacher who is hired prior to September 1, insurance benefits shall begin October 1.
2. For a new Teacher who is hired on or after September 1, insurance benefits shall begin on the first day of the month following the next premium payment following the date of hire.
3. The Employer shall pay its contribution to insurance benefits on behalf of an Employee who separates employment upon or thirty (30) days after separation.
4. The Employer shall pay its contribution to insurance benefits on behalf of a Teacher who separates employment prior to completion of the school year until the last day of the month following the month of separation.

#### G. 401(a)

The School Corporation shall contribute one percent (1%) of each Teachers salary into individual 401(a) accounts on behalf of each teacher. Teachers shall be vested in the 401(a) upon the initial contribution.

#### H. Teachers Retirement Fund

The Board shall contribute the three percent (3%) Teacher Retirement Contribution on behalf of each teacher.

#### J. Athletic Pass

Each teacher shall receive a single athletic pass at no cost. A family pass may be earned by working five (5) athletic events.

ARTICLE VI

TERM OF AGREEMENT

This Contract shall be effective as of 12:01 a.m. the 15th day of September, 2017, and shall continue in effect through 12:00 midnight the 31st day of July, 2018. The intent of this Contract is to meet state law and/or Indiana Department of Education regulations. Both the Board and the Association agree the Corporation must abide by regulations concerning snow days and/or the number of required student days. The intent of this Contract is to follow the state law and the Indiana Department of Education regulations concerning those matters. It is also expressly understood by both parties that nothing within this Contract must cause the School Corporation to lose necessary state aid to run the Corporation. This Contract can be reopened on specific items with the mutual consent of both the Association President and the Superintendent of Schools if permitted by Indiana Code. This Contract shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

Whenever any notice is required to be given by either of the parties to this Contract to the other party, either shall do so by registered letter at the following addresses or by delivery in person to the Superintendent at his usual place of business or to the President of the Association at his usual place of business or at his residence.

If by the Association to the Board at: 700 School St, Culver, IN 46511

If by the Board to the Association at: 17101 St Rd 17, Culver, IN 46511  
(or address of current president)

This Contract is made and entered into at Culver, Indiana on this 30th day of October, 2017, by and between the Board of School Trustees of the Culver Community Schools Corporation, County of Marshall, State of Indiana, party of the first part, heretofore referred to as the Board and the Culver Community Teachers Association, party of the second part, heretofore referred to as the Association.

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

**BOARD OF SCHOOL TRUSTEES OF THE  
CULVER COMMUNITY SCHOOLS  
CORPORATION**

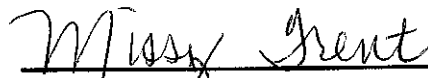
**CULVER COMMUNITY TEACHERS  
ASSOCIATION**



President

10/30/17

Date Ratified



President

10/30/17

Date Ratified

## CULVER EXTRA CURRICULAR ASSIGNMENTS

### APPENDIX A

The number of positions were not bargained but included for informational purposes only.

#### **ATHLETICS**

<b><u>Sports</u></b>	<b><u>2017-2018</u></b>
Volleyball-Varsity	\$3,031
Volleyball-Assistant	\$2,163
Volleyball-8 <sup>th</sup> Grade	\$1,443
Volleyball-7 <sup>th</sup> Grade	\$1,443
Volleyball-Girls Elementary	\$1,215
Volleyball-Girls Intramural	\$1,339
Football-Varsity	\$6,315
Football-Assistant	\$3,319
Football-Assistant	\$3,319
Football-Assistant	\$3,319
Football-Assistant	\$3,319
Football-MS Head Coach	\$2,596
Football-MS Assistant	\$2,165
Football Summer	\$1,777
Soccer-Boys Varsity	\$3,031
Soccer-Boys Assistant	\$2,163
Soccer-Girls Varsity	\$3,031
Soccer-Girls Assistant	\$2,163
Cross-Country High School	\$1,399
Cross-Country Middle School	\$1,215
Basketball-Boys Varsity	\$6,315
Basketball-Assistant	\$3,319
Basketball-Assistant	\$3,319
Basketball-8 <sup>th</sup> Grade Boys	\$2,309
Basketball-7 <sup>th</sup> Grade Boys	\$2,309
Basketball-Boys Elementary	\$1,215
Basketball-Boys Intramural	\$1,339
Basketball-Boys Summer	\$1,777
Basketball-Girls Varsity	\$6,315
Basketball-Assistant	\$3,319
Basketball-Assistant	\$3,319
Basketball-8 <sup>th</sup> Grade Girls	\$2,309
Basketball-7 <sup>th</sup> Grade Girls	\$2,309
Basketball-Girls Elementary	\$1,215
Basketball-Girls Intramural	\$1,339
Basketball-Girls Summer	\$1,777
Wrestling-Varsity	\$3,031
Wrestling-Assistant	\$2,163
Wrestling-Middle School	\$1,443
Cheerleading-High School	\$1,518
Cheerleading-Middle School	\$988

Baseball-Varsity	\$3,031
Baseball-Assistant	\$2,163
Baseball-Summer	\$1,777
Softball-Varsity	\$3,031
Softball-Assistant	\$2,163
Softball-Summer	\$1,777
Golf	\$3,031
Track-Head Coach	\$3,739
Track-MS Head Coach	\$2,389
Track-HS Assistant	\$1,766
Track-MS Assistant	\$1,247
Track-Assistant	\$1,247
<b><u>Class Sponsors</u></b>	<b><u>2017-2018</u></b>
6th Grade	\$761
7th Grade	\$761
8th Grade	\$761
9th Grade	\$378
10th Grade	\$378
11th Grade	\$1,066
12th Grade	\$1,066
<b><u>Department Heads</u></b>	<b><u>2017-2018</u></b>
English	\$718
Mathematics	\$718
<b><u>Clubs</u></b>	<b><u>2017-2018</u></b>
National Honor Society	\$378
NJHS	\$364
HS Student Council	\$1,216
MS Student Council	\$550
Yearbook	\$2,163
HS Newspaper	\$2,309
Art Club	\$378
Science Club	\$378
Spanish Club	\$378
FACS Club	\$378
BPA Club	\$896
BPA Club Assistant	\$569
Drama Club	\$378
CAVS Service Club	\$378
Future Farmers of America	\$1,000
<b><u>Coordinators</u></b>	<b><u>2017-2018</u></b>
Reading Coordinator	\$1,216
High Ability Coordinator	\$2,138
Musical Director	\$1,519
Assistant Musical Director	\$800
Play Director	\$1,290
Choral, Middle & HS	\$1,066



Elementary Music	\$700
Band Director	\$5,244
Guidance Director	\$1,083
SAT Coach-English	\$315
SAT Coach-Math	\$315
School Improvement Coordinator	\$1,283
School Improvement Coordinator	\$1,283
School Improvement Coordinator	\$1,283
Concession Coordinator	\$1,800
Corp Media Specialist	\$3,000
Freshman Ignition Program	\$800
Guidance Director	\$1,083
SAT Coach-English	\$315
SAT Coach-Math	\$315
School Improvement Coordinator	\$1,283
School Improvement Coordinator	\$1,283
School Improvement Coordinator	\$1,283
Concession Coordinator	\$1,800
Corp Media Specialist	\$3,000
Freshman Ignition Program	\$800

\*Dual credit or advanced placement - \$200 per course (regardless of one semester or two semester course) per school year.

The dollar amounts below included are not bargained but included for informational purposes only.

\*\*All outside school hours detention approved by the Principal and supervised by a non-administrator will pay \$15 per session. This payment applies to School-Wide Discipline Plan detentions only and not for individual teacher assignments.

\*\*\*All Summer, Intersession and Remediation pay will be \$35 per hour, with no preparation time paid.

\*\*\*\*Each Teacher supervising an after-hours school-sponsored event assigned or approved by administration will receive \$15 per event.

\*\*\*\*\*The parties agree to convene a committee to analyze extra-curricular salaries and make recommendations to the parties before September 15, 2018.

## APPENDIX B

### TEACHER APPRECIATION GRANTS – FOR INFORMATIONAL PURPOSES ONLY

The Culver Community Schools Corporation will distribute its Teacher Appreciation Grant monies received from the Indiana Department of Education to the teachers who meet the following criteria:

1. Employed in the classroom or directly provided education in a virtual classroom setting
2. Received a Highly Effective or an Effective rating on their most recently completed performance evaluation
3. Employed on December 1<sup>st</sup> of the year the Corporation receives the Teacher Appreciation Grant monies

The School Corporation will distribute its Teacher Appreciation Grant monies as follows:

1. To All Effective Teachers: A stipend.
2. To All Highly Effective Teachers: A stipend in the amount of 25% more than the stipend given to Effective teachers.

The stipends shall be calculated by the following formula:

Grant amount = Number of effective teachers times x plus number of highly effective teachers times 1.25x where x equals the stipend.

The School Corporation will distribute the stipends within twenty (20) business days of the distribution date by the Indiana Department of Education of the Teacher Appreciation Grant monies to the School Corporation.

LEGAL REFERENCE: IC 20-43-10-3.5

APPENDIX C

SALARY CURRENTLY EARNED BY TEACHERS

\$21,775.00  
\$29,000.24  
\$32,500.00  
\$33,000.00  
\$33,783.00  
\$34,500.00  
\$36,000.00  
\$36,902.20  
\$37,093.00  
\$38,118.00  
\$38,245.00  
\$40,000.00  
\$40,500.00  
\$41,000.00  
\$43,514.00  
\$44,000.00  
\$44,401.00  
\$44,429.00  
\$44,645.00  
\$45,489.00  
\$45,560.00  
\$45,704.00  
\$46,000.00  
\$46,520.00  
\$46,557.00  
\$46,726.00  
\$48,149.00  
\$48,836.00  
\$48,837.00  
\$48,909.00  
\$49,455.60  
\$51,519.00  
\$51,852.00  
\$52,283.00  
\$52,351.92  
\$54,222.00  
\$55,111.00  
\$55,211.00  
\$56,244.00  
\$56,904.00  
\$57,598.00  
\$57,689.00  
\$58,780.00  
\$58,890.00  
\$59,776.00  
\$60,110.00

APPENDIX D  
NEW TEACHER HIRE SALARY

<u>Years Experience</u>	<u>Salary Amount</u>
0-5	\$32,500 - \$33,000
6	\$33,000 - \$34,000
7	\$35,000 - \$36,000
8-9	\$37,000 - \$38,000
10-12	\$38,000 - \$40,000
13-15	\$43,000 - \$44,000
16+	\$44,000 - \$45,000

APPENDIX E  
COMPENSATION MODEL

A. Salary Range

The salary range is \$32,500 to \$60,110, not including current year increases of TRF contributions. The minimum salary for a newly hired teacher is \$32,500 and the maximum is \$45,000 depending on teachers experience as seen in Appendix D

B. Base Salary Increases

1. A teacher who received an evaluation rating of effective or highly effective in the prior school year is an "eligible teacher" for purposes of this Compensation Plan.
2. A teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.
3. Each eligible teacher shall receive a base salary increase for the current year according to the formula below. The base salary increase shall be determined thirty-three percent (33%) from education and experience (combined) and sixty-seven percent (67%) from the previous year's evaluation.

i. Each eligible teacher with:

\$32,500 (.03) for 1-5 years of experience with a bachelor's degree and an evaluation rating of effective or highly effective

\$32,500 (.0325) for 6-14 years of experience with a bachelor's degree and an evaluation rating of effective or highly effective

\$32,500 (.0350) for 15-24 years of experience with a bachelor's degree and an evaluation rating of effective or highly effective

\$32,500 (.0375) for 25-34 years of experience with a bachelor's degree and an evaluation rating of effective or highly effective

\$32,500 (.04) for 35+ years of experience with a bachelor's degree and an evaluation rating of effective or highly effective

ii. Each eligible teacher possessing a master's degree in an eligible content area shall receive a base salary increase equal to  $\$32,500 \times 0.005$  in addition to any base salary increase already received under section (i), above. Eligible content area means any content area, as defined by IDOE, in which the teacher currently teaches.

4. Utilizing IEERB flexibility for 17-18 school year, a teacher who, after any base salary increase under this Compensation Plan is applied, earns less than the minimum salary for a newly hired teacher shall have their base salary increased to that minimum.
5. Any base salary increase that would have gone to a teacher rated ineffective or improvement necessary, had that teacher been eligible, shall be redistributed equally to all eligible teachers as a stipend, but shall not increase any teacher's base salary.

