

2020-2021 Master Contract

Between the
Board of School Trustees
of the
Center Grove Community School Corporation
and the
United Teachers Association of Center Grove,
Affiliate of the Indiana State Teachers Association
and
The National Education Association

PREAMBLE.....	5
ARTICLE 1 – RECOGNITION.....	5
ARTICLE 2 – TERM OF AGREEMENT.....	5
ARTICLE 3 – SALARY AND WAGE PROVISIONS.....	6
A. Base Salary.....	6
B. Salary Schedule Movement.....	7
1. Movement down one (1) row.....	7
2. Movement over to the right one (1) column.....	7
C. Notification of Lane Change.....	7
D. Pay Schedule Language.....	7
E. Salaries and Wages.....	8
F. Computation of Teaching Service.....	8
1. One year of teaching service.....	8
2. One-half year of teaching service.....	8
3. Equivalent teaching service.....	9
G. Using Salary Schedule in Appendix A.....	9
H. Checks.....	9
I. Teachers Off Schedule Moving Back On.....	10
J. Credit on Salary Schedule for Active Duty in an Armed Service.....	10
K. Teacher Salaries and Wage Provisions Outlined in Grants.....	10
L. Sick Leave Severance.....	11
ARTICLE 4 – LEAVES.....	11
A. Sick Leave.....	11
B. Maternity Leave.....	14
C. Family Medical Leave Act.....	15
D. Personal Leave.....	15
E. Bereavement Leave.....	15

F. Funeral Leave.....	15
G. Jury Leave.....	15
H. Legal Leave.....	16
I. Adoptive Leave.....	16
J. Transferring Sick Leave.....	16
K. Association Leave.....	16
ARTICLE 5 – INSURANCE AND EMPLOYEE BENEFITS.....	16
A. Medical/Hospital Insurance Plans.....	16
1. Traditional PPO Medical – Hospital – Insurance.....	16
2. High Deductible Health Plan (HDHP) Medical – Hospital – Insurance.....	16
3. Consumer Driven High Deductible Health Plan (CDHD) Medical – Hospital – Insurance.....	17
B. Income Protection Plan.....	17
C. Life Insurance.....	17
D. Dental Insurance.....	17
E. Vision Insurance.....	17
F. Section 125.....	18
G. Annuities.....	18
H. Insurance Pooling.....	18
ARTICLE 6 – MISCELLANEOUS PROVISIONS.....	18
A. Mileage.....	18
B. Money Owed at Death.....	18
C. Extended Contracts.....	18
ARTICLE 7 – POST RETIREMENT INSURANCE BENEFITS.....	18
A. Group Health Insurance.....	19
B. Term Life Insurance.....	20

ARTICLE 8 – 403(b) PLAN.....	20
A. Salary Reduction Elections.....	20
B. Teacher Matching Retirement Savings Plan.....	20
ARTICLE 9 – SUMMER SCHOOL.....	21
A. Salary and Wage Provisions.....	21
B. Leave Days.....	21
ARTICLE 10 – GRIEVANCE PROCEDURE.....	21
A. Procedure.....	21
B. Hearings.....	23
C. Time Limits.....	23
ARTICLE 11 – JOB SHARING.....	24
ARTICLE 12 – DEFINITIONS.....	24
APPENDIX A – CERTIFIED SALARY SCHEDULE.....	27
APPENDIX B – ECA SCHEDULE.....	28
APPENDIX C – ECA CATEGORY LIST.....	29
APPENDIX D – RETIREMENT / SEVERANCE BENEFITS.....	33
A. VEBA.....	33
B. 401(a) PLAN.....	33
APPENDIX E – GLOBAL CAMPUS.....	35
APPENDIX F – ANCILLARY DUTY PAY.....	37
A. Curriculum Workshops/Professional Development.....	37
B. Activity Hourly Rate.....	37
C. Involuntary Transfers.....	37
D. Outside Group Supervision.....	37

E. Covering Class Periods.....	37
F. Case Conferences.....	37
G. Case Conference Preparation.....	38
H. Activity Worker Pay.....	38
APPENDIX G – ONE-TIME STIPENDS.....	40
A. National Board Certification.....	40
B. Dual Credit and AP/ACP Courses.....	40
APPENDIX H – ONE TIME STIPENDS (Retirement).....	41

PREAMBLE

This agreement entered into this 7th day of October, 2020 by and between the Board of School Trustees on behalf of the Center Grove Community School Corporation, hereinafter called

This agreement is ratified by both parties this 7th day of October, 2020 by and between the Board of School Trustees on behalf of the Center Grove Community School Corporation, hereinafter called “the Board” and the United Teachers Association of Center Grove, an affiliate of the Indiana State Teachers Association and the National Education Association, hereinafter called the “Association”.

It is hereby mutually agreed, by and between the parties hereto, as follows:

ARTICLE 1 - RECOGNITION

The bargaining unit of United Teachers Association of Center Grove exclusive representative and Center Grove Community School Corporation school employer is the following:

All certificated school employees of the Board except employees in the following classifications:

Level A Administrators as defined in the Center Grove Community School Corporation’s Statement of Benefits;

Level B Administrators as defined in the Center Grove Community School Corporation’s Statement of Benefits;

Head Varsity Boys’ & Girls’ Basketball Coach; and Head Varsity Football Coach.

ARTICLE 2 - TERM OF AGREEMENT

The terms of agreement shall be effective upon ratification and shall continue in full force and effect through the 30th day of June, 2021.

Upon expiration of this contract, no teacher will automatically receive an increment or any other salary increase under the 2020-2021 salary schedule. Rather, teacher salaries after the 2020-2021 school year will be determined through negotiations between the School Board’s bargaining team and UTACG’s bargaining team. Any salary increase under the compensation

model will occur only if sufficient funding is available and all other negotiated criteria are met by the teacher receiving the increase.

ARTICLE 3 - SALARY AND WAGE PROVISIONS

The compensation model bargained between the Center Grove Community School Corporation and United Teachers Association of Center Grove shall be the B.A.R.I.C. (Bargaining, Analyzing, Researching Information for Compensation) Program.

Under Indiana Code 20-28-9-1.5, a compensation model must use a combination of following factors: Experience/New Possession of a Content Area Degree/Content Area Credit Hours Beyond the Requirements for Employment, Teacher Evaluation, Leadership, and Meeting Academic Needs of Students. This model maintains a salary schedule using teacher evaluation and new possession of a content area degree or content area credit hours that are beyond the requirements for employment as criteria for a salary increase. Under this model, a teacher's new possession of a content area degree or content area credit hours beyond the requirements for employment does not account for more than 33.33% of the calculation used to determine the teacher's increase or increment.

Under Indiana Code 20-28-9-1.5, a teacher rated "Ineffective or "Improvement Necessary" may not receive any raise or increment for the following year unless eligible for the increase in accordance with Indiana Code 20-28-9-1.5(d).

A. Base Salary

1. All bargaining unit members who meet the criteria in the compensation model to receive a salary increase by making a lane change will be permitted to do so for the 2020-2021 school year.
2. All bargaining unit members who meet the criteria in the compensation model to receive a salary increase by moving down one row (but do not meet the criteria to make a lane change) will be permitted to do so for the 2020-2021 school year.
3. A .48% across the board increase to the salary schedule for the 2019-2020 school year. To be eligible for this increase as part of the overall 2019-2020 compensation plan, the teacher must not have been evaluated in the bottom two performance categories for the 2019-2020 school year.
4. A one-time stipend equal to 1.52% for all bargaining unit members who were at the top row (Row 27) in their respective column during the 2019-2020 school year and will continue to be at the top row (Row 27) in the same column during the 2020-2021 school year.
- 5.

The total base salary increase by the Board, inclusive of row/column movement and the across the board increase, equates to a total increase of 2.0%. No more than 33.33% of this total salary increase is attributable to the teacher earning a content area degree or content area credit hours beyond the requirements for employment. (For a definition of content area degrees and content area credit hours beyond the requirements for employment, see Paragraph B below). Salary increases forfeited by teachers who were rated as needs improvement or ineffective for the 2019-2020 school year will be redistributed to the highly effective and effective teachers in the computation of the salary schedule increase.

B. Salary Schedule Movement

Movement on the salary schedule for the 2020-2021 school year can occur for two (2) reasons. There is no diagonal movement. Movement can only occur to the right or down. Once a teacher reaches a column, the teacher will remain in that column until the teacher meets the requirements listed to move to another column to the right. For purposes of this compensation model, eligible “content area” degrees and credit hours are defined as any content area (as defined by the IDOE) in which the teacher currently teaches or any other content area approved by the Superintendent.

1. Movement down one (1) row

If the teacher is not eligible for a column change due to not possessing a new content area degree or content area credit hours and the teacher’s evaluation is not in the bottom two performance categories, the teacher will move down one (1) row in the column s/he is currently placed.

2. Movement over to the right one (1) column

If the teacher qualifies for a column change due to the new possession of a content area degree or content area credit hours beyond the requirements for employment, and the teacher’s evaluation rating is not in the bottom two performance categories, the teacher will move one (1) column to the right. The teacher’s possession of a new content area degree or content area hours beyond the requirements for employment does not account for more than 33.33% of the teacher’s increase or increment.

C. Notification of Lane Change

A teacher must notify in writing and verify to the Superintendent the additional content area credit hours or content area degrees earned that are beyond the requirements for employment that qualify the teacher for a column change on the salary schedule prior to the start of school as defined by the first teacher contract day.

D. Pay Schedule Language

This provision is intended to establish an alternative wage payment arrangement in accordance with Indiana Code 20-26-5-32.2. For the 2020-2021 school year, teachers will

be paid in 24 equal installments. The first pay of the school year will be August 20, 2020 with each payroll thereafter falling on the 5th and 20th of each month. The payroll schedule for the 2020-2021 school year is as follows:

Pay Date	Pay Period
08/20/2020	Jul 21 - Aug 5
09/04/2020	Aug 6 - Aug 20
09/18/2020	Aug 21 - Sep 5
10/05/2020	Sep 6 - Sep 20
10/20/2020	Sep 21 - Oct 5
11/05/2020	Oct 6 - Oct 20
11/20/2020	Oct 21 - Nov 5
12/04/2020	Nov 6 - Nov 20
12/18/2020	Nov 21 - Dec 5
01/05/2021	Dec 6 - Dec 20
01/20/2021	Dec 21 - Jan 5
02/05/2021	Jan 6 - Jan 20
02/19/2021	Jan 21 - Feb 5
03/05/2021	Feb 6 - Feb 20
03/19/2021	Feb 21 - Mar 5
04/05/2021	Mar 6 - Mar 20
04/20/2021	Mar 21 - Apr 5
05/05/2021	Apr 6 - Apr 20
05/20/2021	Apr 21 - May 5
06/04/2021	May 6 - May 20
06/18/2021	May 21 - Jun 5
07/02/2021	Jun 6 - Jun 20
07/20/2021	Jun 21 - Jun 21
08/05/2021	Jul 6 - Jul 20

E. Salaries and Wages

The parties agree that salaries and wages to be paid to teachers pursuant to this Agreement are as follows:

- Appendix A – The Certified Salary Schedule
- Appendix B – The ECA Schedule
- Appendix C – The ECA Category List

F. Computation of Teaching Service for Purposes of New Hire Salary Placement

1. One year of teaching service shall be credited to a teacher for a total of 120 days or more of teaching service during a July 1 to June 30 period exclusive of summer school.
2. One-half year of teaching service shall be credited to a teacher for at least 60 days but less than a total of 120 days of teaching service during a July 1 to June 30 period exclusive of summer school. Half years of credit for teaching service shall

accumulate. Not more than one (1) year of teaching service may be earned by a teacher in any July 1 through June 30 period.

3. Equivalent teaching service during a July 1 to June 30 period exclusive of summer school in any of the following shall be recognized as the equivalent of teaching service in the employ of the Board.
 - a. Teaching service in a public or private elementary or secondary school accredited by the Indiana State Board of Education or the equivalent government agency in another state;
 - b. Teaching service in an elementary or secondary school maintained or funded by the United States Government;
 - c. Teaching service in a college or university accredited by a nationally recognized accrediting association; Interpretation: For a teacher to receive credit for college or university teaching, they must have taught a minimum of twelve (12) semester hours per semester at a college(s) or university (ies) for one academic year. The twelve (12) hours of teaching do not have to be at one college or university. For example, a teacher could teach six (6) semester hours at one college and six (6) hours at another college during the same semester.
 - d. Service on the professional staff of the Indiana Department of Education.
 - e. Social work, counseling, speech language pathologist and/or psychologist experience in a clinical or educational setting.

G. Using Salary Schedule in Appendix A

Using the Salary Schedule in Appendix A, for the initial placement purposes only of a new teacher hired by the School Corporation, a row represents a year of teaching service. A teacher's initial placement on the salary schedule will typically be in the correct degree column and in the row which is equal to the years of service the new teacher has accrued. However, the Superintendent will place new teachers in the correct degree column on the salary schedule at a row s/he deems appropriate, after consultation with the UTACG President.

H. Checks

Teachers will receive their basic salary (including pay for extra duty assignments) divided among twenty-four (24) equal pays. Except as otherwise specifically provided hereinafter, but otherwise in accordance with section 409A of the Internal Revenue Code and the Treasury Regulations thereto ("409A"), the time or schedule of any payment of salary will not be accelerated.

1. Any teacher who receives an ECA stipend that appears on their employment contract shall have that stipend added to the regular salary payment schedule and paid equitably throughout the year.

2. Any teacher who receives an ECA stipend or Activity stipend not appearing on their employment contract shall receive payment following completion of the work.
3. Any teacher who wishes to receive a lump sum payment at the end of the year must make an annual request in writing no later than May 1.
4. Any teacher, who retires, severs employment or dies shall receive their final salary in a lump sum.
5. The foregoing provisions shall be construed and administered in a manner to comply with Section 409A and shall not be amended or terminated in a manner that would cause a teacher's salary to be subject to early inclusion in income as provided in 409A.

I. Teachers Off Schedule Moving Back On

Should a teacher's evaluation rating fall into one of the bottom two performance categories, the teacher's salary will remain the same as the previous year, or for all practical purposes the salary amount is frozen. In the event a teacher whose salary was frozen because of prior performance and the teacher's evaluation rating is no longer in the bottom two performance categories, the teacher shall either resume appropriate movement as listed above, or; in the event that a teacher's salary no longer appears on the salary schedule, the teacher's salary shall be determined by first identifying the correct degree column the teacher should be placed in, then the teacher shall be placed in the cell which corresponds to the salary which is the next higher than his current salary. For clarification, a teacher will not be permitted to "catch up" to the position on the schedule that he/she would have otherwise been at but for the prior needs improvement or ineffective evaluation rating.

J. Credit on Salary for Active Duty in an Armed Service

A teacher who has served on active duty with an armed service of the United States at any time after graduation from high school shall be entitled to apply for and receive credit for the period of active military service on the salary schedule set out in Appendix A of this Agreement. For the purpose of calculating the number of years of credit for active duty service, one year of credit on the salary schedule shall be granted for each nine (9) or more months of active duty service or a combination of active duty service and teaching service in the employ of the Board during any twelve (12) month period beginning July 1 and concluding on June 30. A written request for credit on the salary schedule pursuant to this section shall be submitted to the Superintendent or designee and shall be supported with documentation of the specific dates of active duty military service. Credit shall be granted beginning on the date of receipt of the written request by the Superintendent or designee and shall not be retroactive.

K. Teacher Salaries and Wage Provisions Outlined in Grants

Teacher salaries and wage provisions outlined in approved grants by the Superintendent or designee will take precedence over Appendix G, Section A – Curriculum Workshops/Professional Development.

L. Sick Leave Severance

A teacher rated “Effective” or “Highly Effective” released under a reduction in force shall have the option of:

- Being paid 25% of their accumulated sick leave days at his/her/ per diem rate to a maximum of \$2,500 and retain the unreimbursed accumulated sick leave days, or:
- Have 100% of his/her accumulated sick leave days remain.
- This option must be exercised by the first day of the next school year. Notwithstanding the foregoing, the Option 1 payment is not available to a teacher who has satisfied the 401(a) Plan vesting requirements in Appendix D, Subsection A, Paragraph 3 (d) at the time of the applicable reduction in force.

ARTICLE 4 - LEAVES

A. Sick Leave

1. Sick leave shall be credited annually to each teacher on the first day of employment as follows:
 - a. For the first year of service in the Center Grove Community School Corporation, ten (10) days;
 - b. For each succeeding year of service in the Center Grove Community School Corporation, eight (8) days.
2. A teacher who uses two (2) or fewer sick leave days during a school year and works at least 120 days during that school year shall be paid by the School Corporation a percentage of one day’s pay at the particular qualifying teacher’s then per diem rate based on the following table:

SICK LEAVE DAYS USED DURING SCHOOL YEAR	APPLICABLE PERCENTAGE
Zero (0)	100%
One (1)	90%
Two (2)	80%
Three (3) or more	0%

- a. Payment, less applicable withholdings, shall be made to a qualifying teacher with the 22nd payroll for a particular school year.
 - b. Should this provision for payment be determined unlawful by any governmental authority with appropriate jurisdiction, then this subsequent Subsection (A2) of Article 4 shall cease and be null and void and any payments made by the Board in the current year to any teacher herein under will be refunded forthwith and all other provisions in this Agreement concerning sick leave shall remain in full force and effect.
 - c. If a teacher takes approved "Lost Pay" (leave of absence) that teacher will not be eligible to receive the per diem rate for one day as prescribed in the chart.
3. When teachers accumulate 200 sick days, at the beginning of the next school year the teacher shall be credited eight (8) more sick days. However, at the end of that school year, the sick days shall not carry over. Therefore, the maximum amount of accumulated sick days will remain at 200.
4. A teacher's accumulated sick leave days remain available for use during the teacher's employment, but no further payment will be made to a retiring teacher for accumulated, unused sick leave. Upon resignation, a teacher's unused sick leave will be transferred to a subsequent School Corporation when applicable, upon request.
5. Sick leave days accumulated by a teacher prior to a leave of absence authorized under this Agreement shall remain credited to the teacher provided the teacher returns in accordance with the terms and conditions of the leave of absence provisions of this Agreement.
6. Accumulated sick leave days as provided for in this Article of the Agreement may be used for:
 - a. Personal and family illness.
 - b. Paternity leave – up to ten (10) days for the birth of a child, which must be used within one (1) year following the birth of the child; and
 - c. For no other purpose.
7. A Catastrophic Event Leave Bank has been established to provide teachers with sick leave days as a bridge to the time the teacher is eligible to receive benefits from long-term disability. Only members of the bargaining unit who contributed day(s) to the sick leave bank are eligible to receive this benefit. When a teacher is hired by

the School Corporation, the teacher will be required to give one sick leave day to the bank.

- a. If a teacher has an accident or a serious illness, the teacher may request sick leave days from the Bank.
- b. Under no circumstances shall Catastrophic Event Leave Bank days be granted to a teacher eligible to receive benefits from long-term disability insurance. When a teacher is hired by the School Corporation, the teacher will be required to give one sick leave day to the bank.
- c. The CELB shall be administered by a committee consisting of the Superintendent or designee, the President of the Association, or the President's designee, and two (2) members of the Association appointed by the President. The Association President or his/her designee shall serve as chairperson of the CELB Committee. The Committee oversees the development of the forms, and it is charged with developing the procedures, rules, and regulations as to the operation of the CELB pursuant to the provisions of this agreement.
- d. Days from the Bank may be used only for those working days that the individual contributor is scheduled to work during the school year.
- e. At any time that an employee is using CELB days, proof of continuing disability may be requested by the Committee.
- f. When the CELB account falls below forty (40) days, and assessment of one sick leave day shall be made upon all current Sick Bank eligible employees. Employees will be notified prior to this assessment. During the assessment, teachers will have the opportunity to donate up to 6 additional days.

Procedures and Rules:

- i. The CELB Committee shall oversee the maintenance of appropriate records of all CELB requests, determinations, and appropriate dates. The Committee will receive updates in November and April.
- ii. Written application by the employee or a member of the employee's family, accompanied by a physician's certificate stating the nature and length of the disability, as well as a prognosis of the employee's condition, shall make a joint request in writing to the Chairperson of the CELB and Superintendent or designee for consideration by the Sick Leave Bank Committee.

- iii. An applicant may be granted a maximum of thirty (30) working days per year from the Bank. Additional days may be granted under extenuating circumstances at the discretion of the Sick Bank Committee.
- iv. A teacher who borrows days from the CELB shall be required to pay back the days at the rate of at least two (2) days per year until all days are repaid, beginning with the start of the first full term after he/she returns to work.
- v. The superintendent or designee shall notify the teacher in writing at the earliest possible time following a determination.
- vi. Upon retirement or resignation, a teacher who owes sick days to the CELB will forfeit sick and personal leave days to the bank.
- vii. When a teacher receives days from the CELB, they must be notified orally and in writing that upon resignation or retirement, they will be required to repay for any days not reimbursed by their sick/personal days borrowed days at the lower rate of the following:
 - 1. the teacher's daily rate at the time of the CELB request
 - 2. the daily rate of a new teacher based on the starting salary at the lowest row in the BA column (beginning 7/1/19)
- viii. The teacher or designee will be required to sign a written agreement outlining the terms of the payback before being granted days from the CELB.

B. Maternity Leave

A teacher who is pregnant may continue in active employment as late into the pregnancy as she wishes, if she can fulfill the requirements of her position. Temporary disability caused by the pregnancy shall be governed by the following:

- 1. Any teacher who is pregnant shall be granted a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, if she notifies the Superintendent or designee at least thirty (30) days before the date on which she wishes to start her leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. However, in the case of a medical emergency caused by the pregnancy, the teacher shall be granted a leave, as otherwise provided in this section, immediately on her request and the request and certification of the emergency from an attending physician.
- 2. All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick days. However, the

teacher is not entitled to take accumulated sick leave days when the teacher's physician certifies that the teacher is capable of performing the teacher's regular teaching duties.

C. Family Medical Leave Act (FMLA)

It shall be the understanding of the Association and the Board that all required mandates of the Federal Family and Medical Leave Act will be followed if they exceed that which is already granted by this contract. No leave provisions of this contract will be reduced to comply with this Act unless established by the negotiations process.

D. Personal Leave

Teachers shall receive three (3) days per school year for personal leave based on written advance request giving date and reason. Unused personal days may be accumulated on a one for one basis, not to exceed a total of five (5) days, provided that any unused accumulated personal days over five (5) shall accumulate as sick leave days subject to the maximum placed on the accumulation of sick leave days by this Agreement, which maximum shall not be increased by this provision.

For the 2020-2021 school year, teachers may accumulate one (1) additional personal leave day from the 2019-2020 school year due to the impact on COVID-19 pandemic.

E. Bereavement Leave

Bereavement leave shall be given to the teacher for death in the immediate family, including grandmother, grandfather, grandchild, father, mother, wife, husband, sister, brother, son, daughter, father-in-law, mother-in-law, sister-in-law, brother-in-law, son-in-law or daughter-in-law. Bereavement leave shall be for a period extending not more than five (5) working days beyond such death, to be used within a fourteen (14) day period. The Superintendent or designee may address extenuating circumstances not specifically covered in the language to allow leave to extend beyond the fourteen (14) day limit.

Bereavement leave shall be given to the teacher for the death of an aunt, uncle, niece, nephew and cousin for a period extending not more than three (3) working days beyond such death. One (1) additional working day may be granted if approved by the Superintendent or designee. In cases of denial, the Superintendent or designee must show reasonable justification.

F. Funeral Leave

Reasonable allowance of time to attend funerals of other relatives and close friends will be made subject to approval of the Superintendent or designee. The time for each such funeral shall not exceed one (1) day.

G. Jury Leave

When summoned for jury service, a teacher may serve on jury duty without loss of pay. During such jury service, the Board shall pay the teacher his or her full salary provided that

such teacher returns to the Board all pay received for serving on jury duty. If the court lists mileage and/or meals as separate amounts, the teacher may keep the part designated separately as a reimbursable mileage and/or meal expense. If the court does not list mileage and/or meals as a separate amount, the teacher must return the entire amount to the Board.

H. Legal Leave

When a teacher is served a subpoena to appear in court for a deposition as a result of his/her legal, school obligation or duty, the Board shall pay the teacher his/her full salary. Should the teacher receive any compensation for appearing in court or at a deposition, the teacher shall return the entire amount to the Board.

I. Adoptive Leave

When a child is adopted by a teacher and the adopted child has not been a member of the family and has not been residing in the teacher's residence, the teacher is entitled to use a maximum of twenty (20) accumulated sick/personal days within one calendar year of the date of legal adoption.

J. Transferring Sick Leave

Any teacher with service in another school corporation may transfer up to five (5) days of accumulated sick leave from another school corporation per year.

K. Association Leave

The president of the United Teachers Association of Center Grove, or his/her designee, may use up to twenty (20) school days for association business.

ARTICLE 5 - INSURANCE AND EMPLOYEE BENEFITS

The Board shall pay on behalf of each teacher who desires to participate, the following sums toward the payment of medical and hospitalization insurance or income protection insurance, or life, dental or vision insurance, as group policies in an insurance company or companies.

A. Medical/Hospital Insurance Plans

1. Traditional PPO Medical – Hospital- Insurance

AVAILABLE TO EMPLOYEES HIRED PRIOR TO

1/1/2020

Family Plan - \$17,856 annually

Single Plan - \$7,296 annually

2. High Deductible Health Plan (HDHP) Medical – Hospital – Insurance

Family Plan - \$14,040 annually

Employee +1 Plan - \$12,264 annually

Single Plan - \$5,016 annually

In addition, the Board will pay on behalf of each teacher who desires to participate in the HDHP, the following sums into a **Health Savings Account**:

Family Plan - \$2,500 annually
Employee +1 Plan - \$2,700 annually*
Single Plan - \$1,450 annually

* Beginning on January 1, 2019, new employees on the High Deductible Health Plan for Employee+1 will receive a \$2,000 HSA contribution from CGCSC.

3. Consumer Driven High Deductible Health Plan (CDHP) Medical – Hospital - Insurance

Family Plan - \$14,016 annually
Employee +1 Plan - \$12,216 annually
Single Plan - \$6,144 annually

In addition, the Board will pay on behalf of each teacher who desires to participate in the CDHP the following sums into a **Health Savings Account**:

Family Plan - \$1,200 annually
Employee +1 Plan - \$1,000 annually
Single Plan - \$700 annually

During the 2020-21 school year, the School Corporation will provide a health insurance deduction holiday for one (1) pay in February 2021 paid from cash balance.

The plan designs of the medical/hospital insurance plans offered by the School Corporation are contained in the plan documents, copies of which may be obtained by contacting the Executive Director of Human Resources for the School Corporation.

B. Income Protection Plan

All but \$1.00 of the premium annually. This benefit shall be 66.66% of the annual salary. The terms and conditions relating to this benefit are governed by the plan document, a copy of which may be obtained by contacting the Assistant Superintendent of Human Resources for the School Corporation.

C. Life Insurance

All but \$1.00 of the premium annually. The face value of this policy shall be \$75,000 with double indemnity.

D. Dental Insurance

Family Plan - \$822.72 annually
Employee +1 Plan - \$429.12 annually
Single Plan - \$292.56 annually

E. Vision Insurance

Family Plan - \$185.64 annually
Employee +1 Plan - \$117.48 annually
Single Plan - \$70.08 annually

The plan design for the vision insurance plan offered by the School Corporation is contained in the plan document, a copy of which may be obtained by contacting the Executive Director of Human Resources for the School Corporation.

F. Section 125

Generation I and II benefits of Section 125 of the Revenue Act of 1978 shall be made available to any teacher.

G. Annuities

The Board shall provide each employee the opportunity to participate in a voluntary tax-sheltered 403(b) program, consistent with the 403(b) Plan adopted by the Board and agreed upon by the Association.

H. Insurance Pooling

Pooling of insurance benefits will no longer be in effect for husband and wife employees employed after July 31, 2003. Current employees who pool insurance benefits may continue to do so as long as both are active employees of the Center Grove Community School Corporation.

ARTICLE 6 - MISCELLANEOUS PROVISIONS

A. Mileage

Any teacher, who is authorized in writing by the Superintendent or a Principal to use his or her own vehicle for assigned school duties, shall be reimbursed by the Board at the rate allowed by the Internal Revenue Service.

B. Money Owed at Death

Any money owed by the Board to a teacher at the time of the teacher's death shall be paid to the duly authorized estate or personal representative of the teacher's estate, or, if there is no estate, to the person or organization entitled to receive said money under the laws of the State of Indiana.

C. Extended Contracts

Teachers with extended contracts will be paid at their per diem rate.

ARTICLE 7- POST RETIREMENT INSURANCE BENEFITS

An individual who is employed as a teacher by the Center Grove Community School Corporation at the time of retirement or severance from employment will be eligible for the following severance benefits provided the teacher has otherwise satisfied the requirements and conditions described below:

A. Group Health Insurance

Immediately following severance, the teacher and his/her spouse, if any, shall have the option of remaining in the Corporation's current group medical, dental and vision insurance plan ("Group Health Plan") if all of the following conditions are met as of the date of severance and thereafter:

1. The teacher has attained fifty-two (52) years of age and is not eligible for Medicare;
2. The teacher was enrolled in the Corporation's group health plan immediately before severance;
3. The teacher must have completed not less than fifteen (15) full years of service as a professional educator in the Center Grove Community School Corporation;
4. Within ninety (90) days of the severance date, the teacher provides a written request to the School Corporation for continuing insurance coverage for the teacher and spouse, if any, and;
5. While the retired teacher and spouse, if any, remain enrolled in the group health plan, the retired teacher and spouse shall pay all premiums applicable to the group health plan coverage, with monthly payments made from their Separate Share of the VEBA and/or personal funds on or before the first day of each month for which group health plan coverage is to continue. Notwithstanding the foregoing, a retired teacher may, but need not, elect to make earlier payments of the amounts due for the group health plan coverage.

The cost of the group health plan coverage shall be the sole responsibility of the retired teacher and spouse. However, amounts held in the retired teacher's Separate Share of the VEBA may be used to make payments of the group health plan premiums, but only as otherwise allowed by the terms and conditions of the VEBA and the Agreement, as amended. All required payments should be made to the School Corporation's Treasurer.

When a retired teacher first becomes eligible for Medicare, the teacher's eligibility to continue to participate in the Corporation's group health plan shall terminate, if not earlier terminated according to applicable law (An employee's spouse will become ineligible for health benefits when that spouse first becomes eligible for Medicare benefits). It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws that establish

an eligible teacher's right to continue health insurance for the teacher and spouse, including if otherwise applicable, Indiana Code 5-10-8-2.6. Therefore, this right to extend coverage shall not override any rights to continuing health care coverage as required by COBRA.

The foregoing rules shall apply separately to the group medical, dental and vision insurance plans. Therefore, if a retiring teacher were only participating in the group medical insurance plan during the school year immediately before severance, the retiring teacher and spouse would not be eligible to elect to participate in the group dental or group vision insurance following retirement.

B. Term Life Insurance

A teacher retiring on or after the attainment of age fifty-two (52) and who otherwise qualifies under an eligible class for retirement as defined by the School Corporation's term life insurance carrier may continue to participate in the School Corporation's term life insurance coverage program. To continue this coverage, the retired teacher must pay the entire insurance premium applicable to the term life insurance coverage at such times as reasonably determined by the School Corporation. All required payments shall be made to the School Corporation's Treasurer and may be made from the retired teacher's personal funds and/or Separate Share of the VEBA, but only as otherwise allowed by the terms and conditions of the VEBA and the Agreement, as amended. Eligibility ends at age 65.

Employer agrees that these rights are vested and will not change at any time.

ARTICLE 8 - 403(b) PLAN

A. Salary Reduction Elections

Each teacher may elect to make tax deferred contributions, i.e., salary reduction contributions, to a plan described in Code Section 403(b) to maximum limits allowed by the Code. The School Corporation shall maintain a list of approved investment vendors for the salary reduction contributions made to the 403(b) Plan. However, such vendors must satisfy the requirements of Article V, Section G, and the School Corporation may require vendors to sign hold harmless agreements, service agreements, and other agreements outlining the obligations of the vendors to the School Corporation and teachers.

B. Teacher Matching Retirement Savings Plan

1. Eligibility – A matching retirement savings program under Code Section 403(b) (the "403(b) Matching Program") has been established for:
 - a. All teachers hired after August 1, 1998, and;
 - b. All teachers employed before August 1, 1998 who made an irrevocable election before July 1, 1999 to participate in the 403(b) Matching Program (previously

referred to as the 403(b) Program), rather than take Retirement Pay under Article VII of the Agreement, as it existed before the Effective Date.

Teachers who fail to satisfy the requirements in (a) or (b) shall be allowed to make salary reduction contributions to a Code Section 403(b) plan; however, only those teachers that satisfy (a) or (b) shall be eligible to participate in the 403(b) Matching Program.

2. Matching Contribution – For each One (1) Dollar contributed by an eligible teacher to a Code Section 403(b) plan maintained by the School Corporation, the Board will contribute One (1) Dollar to the 403(b) Matching Program (the “Matching Contribution”). However, the annual maximum Matching Contribution made by the Board for any particular teacher shall not exceed \$825 for the school year.
3. Vesting – Each eligible teacher shall be immediately 100% vested in his or her salary reduction contribution and the Board’s Matching Contribution at the time of the contribution.

ARTICLE 9 - SUMMER SCHOOL

A. Salary and Wage Provisions

1. Each teacher will be paid an hourly wage determined by his/her regular base contract per Diem. Indiana Code Section 20-28-6-7(d) provides that the superintendent shall determine the salary for a supplemental service (including summer school) contract. The Superintendent has determined that the supplemental service salary will be bargained.
2. These provisions do not include Driver Education (unless taught as a part of the Center Grove Community Schools summer program), Summer Enrichment Programs or Approved Summer Curriculum Workshops.

B. Leave Days

Teachers on summer employment for the Board shall be eligible to use accumulated sick leave, but will not earn or accumulate sick leave during summer employment. Because of the shortness of time for the summer term, no teacher may take more than 10% of the length of summer school in accumulated sick leave days during summer employment for the school, regardless of the number of days the teacher has accumulated or earned.

ARTICLE 10 - GRIEVANCE PROCEDURE

Definition – a grievance is an alleged violation or claimed misinterpretation of a specific article or section of this Agreement. These forms are available in the Staff section of the Corporation website at www.centergrove.k12.in.us

A. Procedure

If in the judgment of the Association a grievance affects a group or class of bargaining unit employees, the Association may submit such grievance in writing to the Superintendent or the Superintendent's designee directly, and the processing of such grievance shall be commenced at Step Two of the grievance procedure.

STEP 1

Within fifteen (15) working days of the time that the grievant knew, or reasonably should have known of the grievance, the grievant shall present the grievance to the school principal during non-teaching hours. Within ten (10) working days after the presentation of the grievance, the school principal shall orally answer the grievance. If the principal or immediate supervisor is unable to respond to or resolve the grievance, it should be reduced to writing and advanced to Step 3 of the procedure.

STEP 2

Within ten (10) working days after the oral answer by the principal, if the grievance is not resolved in the opinion of the grievance may be stated in writing, signed by the grievant, and submitted to the school principal on the form provided by the School. The written grievance shall:

- a. Name the teacher involved;
- b. State the facts giving rise to the grievance;
- c. Identify the specific provisions of this Agreement alleged to violated;
- d. State the contention of the grievant with respect to the grievance; and
- e. Indicate the specific relief requested.

Within ten (10) working days after receiving the written grievance, the principal shall communicate an answer to the grievance in writing to the grievant.

STEP 3

If the grievance is not resolved by Step 2, the grievant may, within ten (10) working days following the receipt of the principal's written answer, appeal to the Superintendent by filing the grievance and the principal's answer along with any written response of the grievant to the answer of the principal, with the Superintendent, who shall receipt therefore.

The Superintendent, or his/her designated representative, shall give the grievant an answer in writing no later than ten (10) working days after receipt of any written grievance, principal's answer, and written response, properly filed with the Superintendent.

STEP 4

Within ten (10) working days after receiving the decision of the Superintendent, an appeal from the Superintendent's decision may be made to the Board. The Board shall hold a hearing on the grievance at a regular or special meeting, at the Board's option, and render its decision in writing to the grievant.

The Board may not consider any material, allegation, or remedy that is not presented in Step 3, but may, in its discretion, hear evidence concerning any of the material, allegations, or remedies that were presented in Step 3.

Within ten (10) working days after the hearing by the Board, the Board shall announce its decision in writing to the grievant, and the Board's decision shall be absolute and final, subject only to such judicial review as is provided by the law of the State of Indiana, and of the United States of America.

B. Hearings

Hearings, as contemplated by this grievance agreement, shall be conducted at a time and place, chosen by the Board, which will afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present to attend. Hearings shall be conducted during non-school hours, unless there is mutual agreement for other arrangements.

C. Time Limits

Time limits herein may be extended only by mutual agreement, in writing, signed by both parties.

If there is a failure at any step to communicate the decision on a grievance within the specified time limit, the grievant shall then have the right to proceed to the next step of the procedure as outlined in this Agreement.

Any grievance not advanced from one-step to the next within the time limits by the grievant shall be deemed resolved by the answer at the last step, and the grievant shall be forever barred from proceeding further with the grievance.

Any grievance which arose prior to the effective date of this Agreement or after the termination date of this Agreement shall not be processed.

Any grievance not presented in Step 1 within ten (10) working days from the time the grievant knew or could have known of the grievance, or any grievance not submitted in writing in Step 2 within the time as therein provide, shall be deemed waived and shall not be processed and the grievant shall be barred from proceeding further with the grievance or the subject matter of the grievance.

ARTICLE 11 - JOB SHARING

The phrase “Job Sharing” shall mean two (2) currently employed teachers sharing one full-time position on a prorated basis for one school year.

A job-sharing teacher shall be compensated at his/her base contract rate of pay multiplied by the percentage of teaching assignment worked by that teacher.

A job-sharing teacher shall receive Board paid contribution toward his/her group insurance program in the amounts specified within the Agreement multiplied by the percentage of teaching assignment worked by that teacher. The teacher will be responsible for paying the difference between the pro— rated Board contributions and the total insurance premiums through payroll deduction.

A job-sharing teacher shall receive leave days in the amount specified within the Agreement multiplied by the percentage of teaching assignments worked by that teacher.

ARTICLE 12 - DEFINITIONS

- A. The term “teacher” when used in this Agreement, means a school employee represented by the Association.
- B. The term “Board” when used in this Agreement, means the Board of School Trustees of the Center Grove Community School Corporation.
- C. The term “Association” when used in this Agreement, means the United Teachers Association of Center Grove, an affiliate of the Indiana State Teachers’ Association and the National Education Association.
- D. The term “School” when used in this Agreement shall refer to the Center Grove Community School Corporation of Johnson County in the State of Indiana.
- E. The term “Maternity Leave” when used in this Agreement means leave by a teacher, without pay, as provided for in the paragraph of this Agreement entitled Maternity Leave.

- F. The term “Sick Leave” when used in this Agreement refers to leave by a teacher, with pay, as provided for in the paragraph of this Agreement entitled Sick Leave.
- G. The term “Personal Leave or Personal Days” when used in this Agreement refers to leave taken by a teacher, with pay, as provided for in the paragraph of this Agreement entitled Personal Leave.
- H. The term “Retirement Pay” when used in this Agreement refers to pay to a teacher upon retirement as provided for in this Agreement, and subject to all the restrictions and limitations contained in this Agreement.
- I. The term “Teaching Day” when used in this Agreement shall commence at the time the teacher is required to be at his or her place of employment and end when said teacher is permitted to leave his or her place of employment, including one half hour for lunch.
- J. The term “Working Day” when used in this Agreement shall mean any day when one or more classes are scheduled or when teachers are required by the calendar as adopted by the Board to come to their place of employment.
- K. The term “Continuous Service” shall be defined as the number of years of uninterrupted teaching service from the teacher’s most recent date of hire. Approved leaves of absences shall not be considered an interruption of service.
- L. The term “Voluntary Transfer” shall be defined as any change in a teacher’s grade level, majority of assignment, building or move to specialized program requested or initiated by the teacher.
- M. The term “Involuntary Transfer” shall be defined as any change in a teacher’s grade level, majority of assignment, building or move to a specialized program that is not initiated or voluntarily agreed to by the teacher.

This Agreement is made and entered into in Greenwood, Indiana on the 7th day of October, 2019 for the Center Grove Community School Corporation, by and through its Board of School Trustees, and the United Teachers Association of Center Grove, affiliated with the Indiana State Teachers Association and the National Education Association.

CENTER GROVE COMMUNITY SCHOOL CORPORATION

By: _____
Richard Arkanoff, Superintendent

By: _____
Rob Daniels, Board President

By: _____
Joe Hubbard, Board Secretary

Ratified by the School Corporation on October 7, 2020.

UNITED TEACHERS ASSOCIATION OF CENTER GROVE

By: _____
Beth Heavin, Co-President

By: _____
Margaret Young, Co-President

Ratified by the United Teachers Association of Center Grove on September 28, 2020.

APPENDIX A - CERTIFIED SALARY SCHEDULE

Salary range before base salary increases are granted: **\$40,849 - \$78,888**

Row	BA	BA+18	BA+30/MA	BA+46/ MA+16	BA+62/ MA+32
1	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2	\$40,849	\$42,160	\$43,513	\$44,909	\$46,351
3	\$41,728	\$43,066	\$44,448	\$45,875	\$47,347
4	\$42,625	\$43,992	\$45,405	\$46,861	\$48,365
5	\$43,541	\$44,939	\$46,380	\$47,869	\$49,405
6	\$44,476	\$45,904	\$47,377	\$48,897	\$50,466
7	\$45,432	\$46,892	\$48,397	\$49,949	\$51,551
8	\$46,411	\$47,900	\$49,437	\$51,024	\$52,660
9	\$47,407	\$48,930	\$50,499	\$52,120	\$53,793
10	\$48,427	\$49,982	\$51,585	\$53,241	\$54,951
11	\$49,468	\$51,055	\$52,696	\$54,386	\$56,131
12	\$50,532	\$52,154	\$53,826	\$55,553	\$57,337
13	\$51,620	\$53,275	\$54,985	\$56,749	\$58,570
14	\$52,728	\$54,421	\$56,166	\$57,969	\$59,829
15	\$53,863	\$55,591	\$57,375	\$59,215	\$61,116
16	\$55,019	\$56,787	\$58,608	\$60,488	\$62,430
17	\$56,202	\$58,006	\$59,867	\$61,789	\$63,771
18	\$57,411	\$59,255	\$61,155	\$63,117	\$65,143
19	\$58,646	\$60,527	\$62,468	\$64,474	\$66,544
20	\$59,907	\$61,829	\$63,814	\$65,862	\$67,974
21	\$61,193	\$63,159	\$65,186	\$67,277	\$69,437
22	\$62,511	\$64,516	\$66,588	\$68,722	\$70,929
23	\$63,854	\$65,904	\$68,018	\$70,199	\$72,453
24	\$65,227	\$67,320	\$69,480	\$71,711	\$74,011
25	\$66,630	\$68,767	\$70,974	\$73,252	\$75,602
26	\$68,062	\$70,245	\$72,500	\$74,827	\$77,228
27	\$69,525	\$71,755	\$74,059	\$76,436	\$78,888

APPENDIX B - ECA SCHEDULE

Category	Stipend Amount
1	\$554
2	\$749
3	\$1,000
4	\$1,390
5	\$1,927
6	\$2,161
7	\$2,281
8	\$3,203
9	\$3,800
10	\$3,963
11	\$4,668
12	\$5,320
13	\$6,079
14	\$10,404

APPENDIX C - ECA CATEGORY LIST

The number of positions was not bargained, but is included merely for informational purposes.

CATEGORY 14	CATEGORY 13	CATEGORY 12
HIGH SCHOOL	HIGH SCHOOL	HIGH SCHOOL
(None)	Baseball, Varsity (1)	Cross Country, Boys Varsity (1)
	Marching Band Director (1)*	Cross Country, Girls Varsity (1)
	Show Choir Director (1)*	Golf, Boys Varsity (1)
	Soccer, Boys Varsity (1)	Golf, Girls Varsity (1)
	Soccer, Girls Varsity (1)	Tennis, Boys Varsity (1)
	Softball, Varsity (1)	Tennis, Girls Varsity (1)
	Swimming, Boys & Girls Varsity (if one coach) + Step 8**	
	Swimming, Boys Varsity (1)	
	Swimming, Girls Varsity (1)	
	Track, Boys Varsity (1)	
	Track, Girls Varsity (1)	
	Volleyball, Varsity (1)	
	Wrestling, Varsity (1)	
MIDDLE SCHOOL	MIDDLE SCHOOL	MIDDLE SCHOOL
Athletic Director (2)	(None)	(None)
ELEMENTARY	ELEMENTARY	ELEMENTARY
(None)	(None)	(None)
	*Does not include summer **If one coach is hired for both boys and girls Varsity	
CATEGORY 11	CATEGORY 10	CATEGORY 9
HIGH SCHOOL	HIGH SCHOOL	HIGH SCHOOL
Basketball, Boys Assistant (2)	Assistant Marching Band Director (2)*	Baseball, Assistant (3)
Basketball, Girls Assistant (2)	Assistant Show Choir Director (1)*	Publications (1)
Football, Assistant (8)	Drama Director (1)	Soccer, Boys Assistant (2)
	Indoor Percussion Director	Soccer, Girls Assistant (2)
	Department Chairperson (5)***	Softball, Assistant (3)
		Swimming, Boys & Girls Varsity (if 2/3 asst's) + Step 8
		Swimming, Boys Assistant (2)
		Swimming, Girls Assistant (2)
		Track, Boys Assistant (4)
		Track, Girls Assistant (4)
		Volleyball, Assistant (2)
		Yearbook (1)
		Wrestling, Assistant (3)
		Department Chairperson (6)
		Robotics Club Advisor (1)
MIDDLE SCHOOL	MIDDLE SCHOOL	MIDDLE SCHOOL
(None)	(None)	Basketball, Boys Grade 7 (2)
		Basketball, Boys Grade 8 (2)
		Basketball, Girls Grade 7 (2)
		Basketball, Girls Grade 8 (2)
		Cross Country, Boys (2)
		Cross Country, Girls (2)
		Football, Grade 7 (2)

		Football, Grade 8 (2)
		Golf, Boys (2)
		Golf, Girls (2)
		Swimming, Boys (1)
		Swimming, Girls (1)
		Tennis, Boys (2)
		Tennis, Girls (2)
		Track, Boys (2)
		Track, Girls (2)
		Volleyball, Grade 7 (2)
		Volleyball, Grade 8 (2)
		Wrestling (2)
ELEMENTARY	ELEMENTARY	ELEMENTARY
(None)	(None)	(None)
	*Does not include summer	
CATEGORY 8	CATEGORY 7	CATEGORY 6
HIGH SCHOOL	HIGH SCHOOL	HIGH SCHOOL
Assistant Marching Band Director (2)*	Academic Contest Coach (1)	Cheerleading, JV, Fall (1)
Baseball, Freshman (1)	Assistant Drama Coach (1)	Cheerleading, JV, Winter (1)
Basketball, Boys Freshman (2)		Cheerleading, Freshman, Fall (1)
Basketball, Girls, Freshman (2)		Cheerleading, Freshman, Winter (1)
Cheerleading, Fall Varsity (1)		
Cheerleading, Winter Varsity (1)		
Cross Country, Boys Assistant (1)		
Crossing Country, Girls Assistant (1)		
Diving, Boys & Girls (if 1 coach) + Step 6**		
Diving, Boys (1)		
Diving, Girls (1)		
Football, Freshman (3)		
Golf, Boys Assistant (1)		
Golf, Girls, Assistant (1)		
Soccer, Boys Freshman (1)		
Soccer, Girls Freshman (1)		
Softball, Freshman (1)		
Strength and Conditioning, Fall (1)		
Strength and Conditioning, Winter (1)		
Strength and Conditioning, Spring (1)		
Strength and Conditioning, Summer (1)		
Tennis, Boys Assistant (1)		
Tennis, Girls Assistant (1)		
Volleyball, Freshman (1)		
MIDDLE SCHOOL	MIDDLE SCHOOL	MIDDLE SCHOOL
Basketball, Boys Assistant Grade 7 (2)	STEM Coach (1)	Cheerleading, Fall (4)
Basketball, Boys Assistant Grade 8 (2)		Cheerleading, Winter (4)
Basketball, Girls Assistant Grade 7 (2)		Diving (1)
Basketball, Girls Assistant Grade 8 (2)		Drama Club (4)
Football, Assistant Grade 7 (4)		Track, Boys Assistant (6)
Football, Assistant Grade 8 (4)		Track, Girls Assistant (6)
Volleyball, Assistant (4)		Wrestling, Assistant (2)
ELEMENTARY	ELEMENTARY	ELEMENTARY
(None)	STEM Coach (1)	World Language Curriculum Support (Spanish)

*Does not include summer		
**If one coach is hired for both boys and girls Varsity		
CATEGORY 5	CATEGORY 4	CATEGORY 3
HIGH SCHOOL	HIGH SCHOOL	HIGH SCHOOL
Academic Contest, Assistant Coach (1)	Concert Band Director (2)	Boys Volleyball (1)
Department Coordinator (3)	Concert Choir Director (2)	Business Professionals of America (1)
Pool Director (1)		Open Gym Supervisor (2)
Student Council (2)	HS/MS Concert Band Director (1)	Webmaster (1)
AP Coordinator	Concert Choir Accompanist (1)	Show Choir Accompanist (1)
	HS/MS Orchestra Director (1)	Riley Team, Assistant Coach (1)
	Jazz Band Director (1)	
	Junior Prom Coordinator (1)	
	Senior Graduation Coordinator (1)	
	Pep Band Director (1)	
	Physical Development Supervisor (1)	
	Speech Team Coach (1)	
	National Honor Society (2)	
MIDDLE SCHOOL	MIDDLE SCHOOL	MIDDLE SCHOOL
Department Chairpersons (12)	Concert Choir Directors (4)	Academic Coach/Super Bowl (8)
Publications (2)	Tennis, Boys Assistant (2)	Academic Coaches (8)
Special Education Coordinator (2)	Tennis, Girls Assistant (2)	Intramurals (4)
*Team Leader Grade 6	MS Concert Band Directors (3)	Webmaster (2)
*Team Leader Grade 7	MS Concert Band/Orchestra Director (1)	
*Team Leader Grade 8	Music Department Coordinator (2)	
STEM Assistant Coach (1)	National Junior Honor Society (2)	
Student Council (2)	Science Olympiad (2)	
Team Leader Related Arts (2)		
Yearbook (2)		
*One (1) per team of two core teachers or more		
ELEMENTARY	ELEMENTARY	ELEMENTARY
STEM Assistant Coach (1)	(None)	Webmaster (6)
		Intramurals (6)
	CORPORATION	Math Bowl (6)
	Fast Track Coordinator (1)	Spell Bowl (6)
CATEGORY 2	CATEGORY 1	Note: The Girls Varsity Basketball Coach Will Be Paid At The Same Rate As The Boys Varsity Basketball Coach.
HIGH SCHOOL	HIGH SCHOOL	
Dance Club (1)	Academic Coach (7)	
HOSA PLTW (1)	Auditorium Manager	
Intramural Unified Track (2)	Bantam Wrestling (2)	
	Freshman Class Sponsor (2)	
	Junior Class Sponsor (1)	
	Senior Class Sponsor (1)	
	Sophomore Class Sponsor (2)	
	1 Club Per 100 Students at Category 1	
MIDDLE SCHOOL	MIDDLE SCHOOL	

(None)	1 Club Per 100 Students at Category 1
ELEMENTARY	ELEMENTARY
Grade Level Chairperson (8)	1 Club Per 100 Students at Category 1
Two Academic Clubs/Activities Per Elem (10)	

**The number of positions was not bargained, but is included merely for informational purposes.

APPENDIX D - RETIREMENT/SEVERANCE BENEFITS

A. VEBA

1. Distribution – Following separation of employment, a teacher may use the amounts held in his/her Separate Share of the VEBA to pay health, dental, and vision insurance premiums, group term life insurance premiums, unreimbursed medical expenses, and any other expenditure that the IRS has authorized as a permissible expenditure for the teacher, spouse, and dependents. Furthermore, following the death of the teacher, any amounts remaining in the deceased teacher's Separate Share may continue to be used to pay these premiums and expenses of the teacher's spouse and dependents. Any amounts not eventually distributed to or for the benefit of the teacher, spouse and/or dependents will be paid to the teacher's designated beneficiary or to his/her estate if no beneficiary designation has been made. At no time may the VEBA make loans to a teacher, his/her spouse, or dependents.
2. Cost – The School Corporation shall not be paid any compensation for services performed on behalf of the VEBA. However, to the extent allowed by applicable law, all costs and investment fees incurred in the administration of the VEBA shall be paid or reimbursed from the VEBA assets, including any forfeitures, in any reasonable manner as determined by the Board and the Association.
3. Contributions – For the 2015-16 school year, contributions will be made as described in Appendix F. Following the 2015-16 school year, no further contributions will be made.

B. 401(a) PLAN

Article VII, Section B of the 2007-2008 Agreement is hereby incorporated in this contract by reference and shall be considered as part of this contract.

1. Distributions – Until such time as an employee has severed employment he/she shall have no access to the funds held in his/her 401(a) account. Following separation of employment a teacher may elect to commence distributions from his/her 401(a) Plan account. If a teacher shall die, the deceased teacher's 401(a) Plan account shall be distributed to the decedent's designated beneficiary or to his/her estate if no beneficiary designation has been made. At no time may a participant borrow from his/her 401(a) Plan account.
2. Cost – The 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, all costs and investment fees incurred in the administration of the 401(a) Plan shall

be paid or reimbursed from the 401(a) Plan assets, including any forfeitures, in any reasonable manner as determined by the Board and the Association.

3. Contributions –. Following the 2015-16 school year, the corporations shall contribute \$500 to be placed in a 401(a) plan for each new employee hired after January 2, 2004.
4. Vesting – All contributions will be vested at the time they are made.

APPENDIX E - GLOBAL CAMPUS

ONLINE COURSE DEVELOPMENT

Any teacher in the process of developing an online high school course to be offered during the summer session or school year, will receive a development stipend of \$1,000 per credit. Payments will be issued based on the descriptions below:

Development of a 1-credit course

Phase 1 - \$250 for online conceptualization, organization, and planning

Phase 2 - \$750 for completion of course that has been peer-reviewed and has met all development guidelines

Development of a 2-credit course

Phase 1 - \$500 for online conceptualization, organization, and planning

Phase 2 - \$750 for completion of first semester course that has been peer-reviewed and has met all development guidelines

Phase 3 - \$750 for completion of second semester course that has been peer-reviewed and has met all development guidelines

Refresh of a course

Phase 1 - \$500 per credit for a complete redesign or refresh of a course approved in advance by the building administration. These updates would typically be approved only when a curricular or instructional aim changes. Designers will not be paid for yearly general course updates.

ONLINE TEACHING DURING THE SCHOOL YEAR

Any teacher who instructs an online course through Center Grove Global Campus or in any Center Grove School during the school year may be compensated with a stipend in lieu of release time, paid up to \$140 per enrollment per credit. The decision to provide a stipend to any teacher who instructs an online course and the amount of any stipend during the school year will be at the discretion of the Principal or Corporation Designee. Teachers will be paid after the semester concludes and the final counts are determined.

Middle and high school teacher pay will be determined as stated below:

1. \$0-\$35 (or 0%-25% of the stipend amount) - for students who enroll and drop by the withdrawal deadline (Stipend may be increased to \$35 (or 25% of stipend amount) at the discretion of the Principal)
2. \$70 (or 50% of the stipend amount) - for students who did not drop during the withdrawal period and did not complete the course

3. \$140 (or 100% of the stipend amount) - for students who complete the course

Elementary school virtual teachers (once class size is greater than 2 students above the agreed maximum number of students):

- two (2) stipends will be given for English/Language Arts
- one (1) stipends will be given for Mathematics
- one-half (.5) stipends will be given for Science
- one-half (.5) stipends will be given for Social Studies

1. \$0-\$70 (or 0%-50% of the stipend amount) - for students who enroll and drop by the 4th week (Stipend may be increased to \$70 (or 50% of stipend amount) at the discretion of the Principal or Corporation Designee)

2. \$140 (or 100% of the stipend amount) - for students who complete the course

SUMMER ONLINE TEACHING

Any teacher who instructs an online high school course through Center Grove Global Campus during the summer will be paid up to \$140 per enrollment per credit. Teachers will be paid after summer school concludes and the final counts are determined. Teacher pay will be determined as stated below:

1. \$0 or 0% - for students who enroll in summer school and drop by the withdrawal deadline
2. \$70 or 50% - for students who did not drop during the withdrawal period and did not complete the course
3. \$140 or 100% - for students who complete the course

APPENDIX F - ANCILLARY DUTY PAY

A. Curriculum Workshops/Professional Development

Teachers who participate in curriculum workshops or professional development outside of their contracted day will be compensated at a rate of \$65 per half day and \$35 per quarter day (i.e., two hours).

Teachers who serve as Trainers for Corporation-initiated staff development opportunities will be paid their per diem.

B. Activity Hourly Rate

If teachers work at athletic events after regular school hours and the teacher is not compensated for the activity under the extra-curricular schedule set out in Appendix C of this Agreement, they will be compensated as per the approved chart below. Time worked for the activity hourly rate must be verified in writing by the principal of the school sponsoring the activity.

C. Involuntary Transfers

A teacher involuntarily transferred to another building, or during the school year within the same building will be paid up to two (2) days in half-day increments as outlined in Appendix F, Section A (Curriculum Workshops/Professional Development) for any time spent outside the contractual time.

D. Outside Group Supervision

Teachers voluntarily supervising outside groups that are using School facilities after school hours who perform their duties in accordance with the direction of the Board and administrators shall be paid at the federal minimum wage for the time so spent. "Outside Group" means a group of people or association with no connection with the School. This provision is entirely distinct and different from the provisions in this Agreement relating to activity hourly rate, which rate is not changed in any way by this provision.

E. Covering Class Periods

Teachers who are asked by administrative staff or designee to cover a class during their preparation period shall receive one (1) additional personal day per six (6) hours (Elementary Level), six (6) class period (Middle School Level), and four (4) class periods (High School Level) of such duty. When these hours accumulate to one (1) teaching day as outlined in the contract, one (1) Personal Day will be added to their accumulated Personal Leave, not to exceed five (5) days per school year. If the Personal Day is not used during the current school year, and the total is over five (5.999) Personal Days for that year, it will roll over into the teacher's accumulated sick days. If one (1) teaching day as outlined in the contract is not reached in a school year, the hours shall be carried over to the following year.

F. Case Conferences

All teachers requesting compensation for hours spent in Case Conference Meetings, Annual Case Review Meetings, Strength Based Assessments and Student Support Teams beyond the maximum workday shall document the hours worked on a form provided by the administration. Each hour worked shall equal one hour of personal leave. When these hours accumulate to one (1) teaching day as outlined in the contract, one (1) Personal Day will be added to their accumulated Personal Leave, not to exceed five (5) days per school year. If the Personal Day is not used during the current school year, and the total is over 5.999 Personal Days for that year, it will roll over into the teacher's accumulated sick days. If one (1) teaching day as outlined in the contract is not reached in a school year, the hours shall be carried over to the following year.

G. Case Conference Preparation

During the school year, if the caseload of a Special Education Teacher is greater than twenty (20) students, the teacher will receive two (2) paid days at his/her per diem rate to prepare for case conferences. If the caseload is less than or equal to twenty (20), the teacher will receive one (1) paid day at his/her per diem rate to prepare for case conferences.

H. Activity Worker Pay

		<u>FALL</u>		
<u>FOOTBALL:</u>			<u>SOCCER (Boys & Girls):</u>	
1 Announcer (Varsity)	\$25	1 Ticket Seller (V-JV)	\$25	
1 Timer (Varsity)	\$25	1 Ticket Seller (Frosh)	\$15	
1 Timer (J.V. & Frosh)	\$15	<u>VOLLEYBALL:</u>		
1 Spotter (Varsity)	\$25	1 Announcer (V)	\$20	
1 Scoreboard (Varsity)	\$25	1 Scoreboard (V-JV)	\$25	
1 Scoreboard (J.V. & Frosh)	\$15	1 Scoreboard (Frosh)	\$15	
4 Chains	\$25	1 Scorer @ Home (V-JV)	\$20	
1 School Security (SE Gate)	\$50	1 Scorer @ Away site (Vonly)	\$15	
6 Ticket Sellers	\$25	3 Ticket Sellers (V-JV)	\$25	
1 or 2 Ticket Sellers (Frosh-J.V.)	\$15	1 Ticket Seller (Frosh)	\$15	
4 Ticket Takers	\$25			
4-6 Uniformed Security	\$25 per hour			
Additional Field/Track Security	\$50			
		<u>WINTER</u>		
<u>BASKETBALL:</u>		<u>SWIMMING (B & G): Single/Co-Ed</u>		
1 Announcer (Varsity)	\$25	1 Ticket Seller	\$25	
1 Timer (V-JV)	\$30	1 Announcer	\$20/\$25	
1 Timer/Scorer (Frosh A & B)	\$20	1 Hy-Tek Operator	\$20/\$25	
1 Timer/Scorer (Frosh A Only)	\$15	1 Scorer	\$20/\$25	
1 Scorer @ Home (V-JV)	\$30	<u>WRESTLING</u>		
1 Scorer @ Away Site (V only)	\$15	1 Announcer (V-JV)	\$20	
3-4 Ticket Sellers (V-JV)	\$25	2 Scorers (V-JV)	\$20	

1 Ticket Seller (Frosh A & B)	\$20	2 Timers (V-JV)	\$20
1 Ticket Seller (Frosh A only)	\$15	1 Scorer (Frosh)	\$15
1 School Security @ Boys Var	\$25	1 Timer (Frosh)	\$15
1-3 Uniformed Security (3hrs.)	\$25 per hour	1 Ticket Seller (V-JV)	\$20

SPRING

BASEBALL:

1 Announcer (Varsity)	\$15
1 Scorekeeper (Varsity)	\$15
1 Ticket Seller (All Levels)	\$20
1 Ticket Seller (Doubleheader)	\$40

TRACK (B & G):

1 Announcer (Varsity)	\$20
1 Ticket Seller	\$20

SOFTBALL:

1 Announcer (Varsity)	\$15
1 Scorekeeper (Varsity)	\$15
1 Ticket Seller (All Levels)	\$20
1 Ticket Seller (Doubleheader)	\$40

MISCELLANEOUS:

Tutoring (HS/MS/EL)	\$25 per hour
Homebound (HS/MS/EL)	\$25 per hour
Extended School Year Instructor (HS/MS/EL)	\$25 per hour
Friday Night School (HS)	\$25 per hour(x2)
Friday Night School/AMDetention (MS)	\$25 per hour(x3)
Night School Supervisor	\$25 per hour
Accompanist	\$150 per event
Pit Director	\$150 per event

MIDDLE SCHOOL ATHLETICS:

All Workers	\$9/hour
Teacher-Supervisors:	
Volleyball	\$40 per night
Basketball	\$50 per night
Football	\$50 per night

The number of positions was not bargained, but is included merely for informational purposes.

APPENDIX G - ONE-TIME STIPENDS

A. National Board Certification

The corporation shall provide an annual stipend of \$1,500 for teachers who have received an evaluation rating of “Highly Effective” or “Effective” during the previous school year and obtain certification from the National Board for Professional Teaching Standards and become National Board Certified Teachers. If these criteria are satisfied and a stipend is awarded, then 67% of the stipend is attributable to the teacher’s evaluation rating and 33% is attributed to the National Board Certification. A teacher must notify in writing and verify to the Superintendent or designee of attainment of this certification fifteen (15) days prior to the start of the school year.

B. Dual Credit and AP/ACP Courses

Teachers who are dual credit certified and are teaching a dual credit course and/or AP/ACP course will receive a one-time stipend in the sum of:

1. \$800 per semester for credentialed teachers who teach at least one dual-credit, AP or ACP class.
2. This would be paid in the form of a lump sum stipend that will be paid at the end of the term (Fall, Spring, and Summer) that teachers teach a dual-credit course.
3. Only teachers who are dual-credit credentialed AND are teaching a course in the semester would be eligible to receive the stipend.

C. Bridges Academy Teachers

The corporation will pay a stipend to each Bridges Academy teacher in the sum of \$1,250.00. per semester. For a Bridges Academy teacher who is not on contract and working at Bridges for an entire semester, the teacher stipend will be prorated for the number of days worked in the semester.

D. Discretionary One-Time Stipend

The Superintendent shall have the discretion to provide each teacher with an additional one-time stipend in an amount to be determined in the sole discretion of the Superintendent, which additional one-time stipend (if given) will be paid to each teacher by no later than December 31, 2020.

APPENDIX H - ONE-TIME STIPENDS (Retirement)

A. Retirement Stipend

The parties have tentatively agreed that a one-time stipend in the sum of \$1,500.00 will be paid to any bargaining unit member who gives notice of his/her intent to retire by February 1 of the year in which he/she is going to retire. To be eligible for this one-time stipend, the teacher must work at least 120 days during the final school year of the teacher's employment. The parties understand this is a program for the 2020-2021 school year and the stipends will be paid out of cash balance.