

**Southwestern Jefferson County Consolidated School Corporation
2019-2020 CBA Tentative Agreement Summary**

October 31, 2019

1. Term of Agreement – 1 Year

A. 2019-2020

2. Salary

A. 2019-2020

Base Salary Increase - Each returning teacher for the 2019-2020 school year (72 teachers) will receive a one-time stipend in the amount of \$750. See Attachment 1 for 2019-2020 Compensation Model language.

3. ECA Changes

A. Summer Online Instructor: \$600

B. Band Changes (decrease {a} by \$1,079 and increase {b} by \$1,079)

a. Summer Band Camp Assistant from \$2,079 to \$1,000

b. Winter Guard from \$569 to \$1,648

4. Language Cleanup

A. Article III, Section C – Grievance Procedure

1. Level One, Section c

*The teacher shall approach the immediate supervisor concerned and discuss the matter verbally. The **teacher shall have the option of having an Association Representative present at this conference.** ~~presence of an Association Representative shall be at the option of the teacher.~~*

2. Level Three

*Level Three. If the Association is not satisfied with the disposition rendered by the Board, it shall be submitted to arbitration before a person mutually agreed upon by ~~said~~ **the** Board and Association. The cost of arbitration will be borne equally the Board and the Association. **The decision of the arbitrator shall be advisory and shall not be binding on the parties.** ~~Said arbitration shall be advisory.~~*

B. Article IV, Sections E, F, and H

*E. As a fringe benefit, **the Board shall contribute the following amounts toward a major medical plan** for each teacher employed on a regular teacher's contract **who is a member of the bargaining unit defined in Article ___**. ~~and directly affected by the terms of this Contract shall receive per school year the following dollar amount toward a~~ **The** major medical plan ~~which is~~ **must be** mutually acceptable to both the Association and the Board. All benefits will be provided to part-time employees on a prorated basis.*

1. The Board will contribute the lesser of \$6,750 or all but \$1.00 of the premium for a single major medical plan.

2. The Board will contribute the lesser of \$8,000 or all but \$1.00 of the premium for a family major medical plan.

F. ~~For~~ **The stipends to be paid to teachers for** sponsoring extra-curricular activities **are reflected in**, ~~the stipends to be paid for such activity are those amounts shown on the schedule attached hereto as Appendix "B" to this Contract.~~

H. **Term Life Insurance**
~~For each employee covered by this Contract, the~~ The Board shall provide ~~for each employee covered by this Contract~~ a term life insurance policy in the amount of \$50,000 to be paid to the employee's designated beneficiary.

C. Article VI, Sections A and B – Sick Leave

A. Each teacher ~~affected~~ **covered** by the terms of this Contract shall be entitled to be absent from work because of personal illness for a total of ten (10) days **per school year**. Up to five (5) of these days may be used for immediate family medical purposes.

B. **Each teacher may accumulate unused sick leave days up to a maximum of one hundred fifty (150) days.** ~~Accumulated sick leave shall be capped at one hundred and fifty (150) days.~~ At the end of each school year, the Board will buy any annual unused sick days above 150 days at the rate of fifty dollars (\$50.00) per day and shall deposit the money for such days into the teacher's Section 403(b) account.

D. Article VI, Section D – Emergency Leave

A teacher will be provided with a A maximum of five (5) days emergency leave ~~will be provided per school year.~~ Emergency is defined as: An occurrence that directly affects a teacher or a member of the teacher's immediate family, the seriousness or peculiarity of which requires the physical presence and/or personal attendant activity of the employee during such time of day or day of week as to cause the employee to be necessarily absent from work.

1. **Immediate Family is understood to be a spouse, child or step-child, parent or step-parent, brother, sister, grandparent, grandchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, and an uncle, aunt, nephew or niece that are living with the family.**

2. *A teacher who does not take all of the Emergency Leave days provided by the section may roll ~~It is the intention of this provision that up to three (3) of the five (5) unused emergency leave days~~ into his/her unused sick leave accumulation. ~~shall be accumulated as sick leave and that~~ There is no accumulation of emergency leave as such.*

E. Article VII, Sections A, and D – Paid Leaves

- A. *Personal Leave: Teachers shall be granted three (3) paid personal leave days ~~of personal leave with pay per school year.~~*
- D. *Court Leave:
~~Court leave with pay shall be granted to~~ Teachers affected covered by this Contract shall be granted court leave with pay for the time necessary to make employee-approved judicially mandated appearance(s) in any court proceeding resulting from activities relating to the teacher's employment with the school corporation. This leave will not be used for employer/employee contract disputes.*

5. **Substantive Changes**

- A. Article IV, Section B
When the Board elects at its discretion to offer additional ancillary instructional opportunities to teachers for students during the regular teacher-contract year but beyond the regular days or hours, or during the regular days and hours but beyond the teacher contract year, a teacher, properly certified, who accepts such ancillary instructional assignment beyond his/her usual duties shall be compensated at his or her daily or hourly rate. The instructor's hourly rate shall be determined by dividing the instructor's daily rate by seven (7) hours. according to the following formula provided that:
- a. ~~The course offering is within the relevant guidelines and direction established by the Indiana State Board of Education, particularly but not exclusively Article 4 (extended services), Article 12 (summer programs) Article 6 (curriculum requirements), rules 1 through 8.~~*
- b. ~~The course offering is approved by the Board.~~*
- c. ~~The instructional tasks required reflect normal teaching duties of planning, instruction, testing, re-instruction, and final evaluation.~~*
- d. ~~The Board shall select the instructor shall be based on certification.~~*
- e. ~~The selection of the instructor requires the assignment of a supplemental contract. The instructor's hourly rate shall be determined by dividing the instructor's daily rate by seven (7) hours.~~*

B. Article IV, Section C

~~When a certified teacher is assigned the ancillary duty of supervision of a program of a non-instructional nature that is offered and approved by the Board at its discretion and provided that there is a program description submitted and approved that determines the target group, the activities involved and rationale and provided that primary consideration will be given certified teachers qualified and available for assignment, and provided that the program is not compensated on the extra-duty schedule, the compensation shall be: \$15.00 per hour.~~

C. Article VIII – Term of Agreement – Delete the following language:

~~Southwestern Jefferson County Consolidated School Corporation will reopen contract negotiations with the Classroom Teachers Association (CTA) if there is a significant increase in enrollment of students based on the September ADM count, during the 2018-2019 school year.~~

**Attachment 1
2019-2020 Compensation Model**

A. Salary Range

1. The 2019-2020 salary range for returning teachers without the Board's 3% ISTRF contribution is \$35,728 to \$67,194.

B. 2019-2020 Stipend

1. Factor

- a. Experience: The teacher must have been employed by the School Corporation for at least one hundred twenty (120) days during the prior school year and continues to be employed by the School Corporation on September 1 of the current school year.

C. New Hires

1. The Superintendent has the discretion to hire new staff members up to three (3) steps above or three (3) steps below **the salary commensurate with the teacher's verified years of service** ~~their verified years of service~~ using the new hiring schedule found below.

b. New Hire Salary Scale

0-1	\$35,728
2-3	\$36,728
4	\$37,728
5	\$38,728
6	\$39,728
7	\$40,728
8	\$41,728
9	\$42,728
10	\$43,728
11	\$44,728
12	\$45,728
13	\$46,728
14	\$47,728
15	\$48,728
16	\$49,728
17	\$50,728
18	\$51,728
19	\$52,728
20	\$53,728