
JULY 1, 2019 to JUNE 30, 2021

MASTER CONTRACT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES

OF

**GREATER CLARK COUNTY
SCHOOL CORPORATION**

AND

**THE GREATER CLARK
EDUCATION ASSOCIATION**

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ARTICLE I

Recognition

The school employer recognizes the Greater Clark Education Association as the exclusive representative, as defined in I.C. 20-29-2-9, of the school employees of Greater Clark County School Corporation, a Community School Corporation. The Board agrees neither to bargain with individual bargaining unit members nor bargain or recognize as the exclusive representative of the bargaining unit any school employees' organization other than the Greater Clark Education Association for the duration of this Contract.

ARTICLE II

Definitions

- A. The term "school employee" means any certified person in the employment of the school employer. A school employee shall be considered full time even though he/she does not work during the school vacation periods and accordingly works less than a full year. There shall be excluded from the meaning of school employee the following:

Superintendent, Deputy Superintendent, Assistant Superintendents, Executive Directors, Directors, Supervisors, Principals, Assistant Principal, High School Athletic Directors, and School Psychologists

- B. The term "school employer" means the Board of School Trustees of Greater Clark County School Corporation, a Community School Corporation, and any person or persons authorized to act for the governing body of the school employer in dealing with its employees.
- C. The term "Association" refers to the Greater Clark Education Association and its respective officers, representatives, agents, and members.
- D. The term "Building Discussion Committee" shall refer to a committee consisting of building level administrators and three (3) to five (5) Association members from that building selected by the Association. Administrative guidelines will be established to assure the process is appropriately utilized by all parties.

ARTICLE III

Scope of Collective Bargaining

In accordance with I.C. 20-29-6 et al, both parties agree and understand that it is unlawful for a school employer to enter into any agreement that would place the employer in a position of deficit financing due to a reduction in the employer's actual general fund revenue or an increase in the employer's expenditures when the expenditures exceed the employer's current year actual general fund revenue.

A school employer shall bargain collectively with the exclusive representative in accordance with I.C. 20-29-6-4(a) and (b).

ARTICLE IV

School Employees' and Association's Rights

- A. School employees shall have rights as set out in Indiana Code 20-29-4-1.
- B. The Association's President shall be provided full time release from the classroom and its duties. This time shall be used in "joint efforts" with the Administration or GCCS. This release time shall be used only for Association business and "joint efforts" with the school corporation. The "joint efforts" time shall be for professional development, curriculum development, co-op student supervision, and other non-classroom related teacher responsibilities based on a 50/50 distribution of time.
- C. The President may take up to five (5) days in addition to the release time for Association business. These five (5) days will be reimbursed by the Association at the rate of seventy-five dollars (\$75.00) per day if they are used. These days must be taken in half days or full day increments. The Association and the Administration shall mutually agree to the method of use of the days. This release time shall be used only for Association business. Fifteen (15) days will be available for persons other than the Association President during this time period. These days will be reimbursed by the Association at the rate of seventy-five dollars (\$75.00) per day if they are used. The Association and the Administration shall mutually agree to the method of the use of the days. The Association's representative shall be given such time without loss of pay or benefits.

If the President is not re-elected or resigns their office, the President of the Association shall be placed back in the classroom in the area of their certification. They also shall be placed back into the school they left at the beginning of their term if a position is available. The school corporation must be informed of the change in officer by the end of the current school year to allow for adequate time to position the employee back in the classroom for the next year.

ARTICLE V

Association Deductions

- A. The school employer agrees to deduct from the salaries of school employees who are members of the Association, any Association dues that school employees voluntarily and individually authorize on forms provided by the Association. The necessary information shall be submitted to the benefits office by October 1, with deductions being taken in fifteen (15) pays beginning with the first payday following October 15th. Such necessary information will contain the amount of the dues. The School Corporation will remit monthly to the Association the monies deducted.

- B. For employees who are initially hired by the Corporation after September 1, but prior to April 1, of any school year and who submit a dues deduction authorization form within thirty (30) days after the date of hire, dues deductions shall be made in equal and consecutive installments corresponding in number to the number of months remaining in the school year and commencing with the second pay installment after the form is submitted. No payroll deduction of membership dues will be made in any school year for any employee hired after April 1 of that school year. The Association shall submit to the School Corporation the amount of the dues to be deducted pursuant to this paragraph when the authorization form is submitted to the School Corporation.
- C. Any school employee who receives a paid out contract for any reason will have the balance of his/her Association dues deducted in full from his/her last paycheck.
- D. Association membership dues shall be deducted on a continuing basis unless cancelled in writing by the employee through the Association within 30 calendar days of the start of any school year.
- E. The Association shall indemnify and save the school employer harmless against any and all claims, demands, costs, suits, or other forms of liability that may arise out of or by reason of action taken or not taken by the school employer in reliance upon signed authorization cards or lists furnished to the school employer by the Association for the purposes of payroll deduction or dues, or any action taken by the School Corporation in compliance with Section A through D of this Article.

ARTICLE VI

Leaves

A. Annual Leave

- 1. Each school employee shall be entitled to be absent from work without loss of compensation for a total of twelve (12) annual days each school year (seven [7] sick days and five [5] personal days) for the following purposes:

Seven (7) Sick Days for:

- a. illness or quarantine of employee or family member;
- b. medical or dental appointments;

Five (5) Personal Days for:

- a. events of personal crisis;
- b. personal business which cannot be scheduled outside the regular school day;
- c. bereavement leave for anyone not covered by Article VI, Section D; or
- d. other purposes provided for in this Article.

2. The above annual leave days shall be subject to the following restrictions:
 - a. The school employee shall notify his/her supervisor prior to taking a leave day. Employees using a personal day and who call in later than one (1) hour prior to the start of the teacher school day will be charged two (2) annual leave days (based upon leave days available).
 - b. Upon the fourth consecutive day of sick leave and each consecutive work day thereafter other than before or after any holiday or break, a medical statement or bereavement verification is required upon return. A medical statement or bereavement verification must be submitted within three (3) days of returning to work. If no medical statement or bereavement verification is submitted, the employee will be docked one (1) day's pay for each day of absence.
 - c. At the end of each school year, a school employee who has at least thirty (30) accumulated sick days will have the option of: (a) being paid for unused annual leave days, or (b) accumulating the remaining annual leave as accumulated sick days up to a maximum of 90 days. Employees who had more than 90 days of accumulated sick leave at the end of the 2016-2017 school year were allowed to retain those days as accumulated sick leave or to be paid for days above 30. Any such employee whose accumulated leave falls below 90 will never again be able to accrue over 90 days of leave. Payment for any unused annual leave days as described above will be made as a cash payment at the rate of one hundred dollars (\$100) a day.

B. Accumulated Sick Leave Days

1. Accumulated annual leave days which become accumulated leave will accumulate to a maximum of (90) days. Those employees with more than 90 days of accumulated leave at the end of the 2011-12 school year were allowed to retain those days as accumulated sick leave. Accumulated leave days have no monetary value at retirement, termination or resignation.
2. Accumulated leave days may not be used by a school employee unless that school employee has exhausted all but one (1) day of annual leave. Use of accumulated annual leave shall be subject to the same provisions as set out above for annual leave.

In the event that any school employee shall have accumulated one (1) or more days of sick leave in another school corporation and shall thereupon become employed in the Greater Clark County School Corporation, there shall be added for the second year and each year thereafter of such employment up to three (3) days of sick leave until the number of accumulated days to which said school employee was entitled in the last place employment shall have been exhausted.

C. Sick Leave Bank

A voluntary sick leave bank shall be established whereby certificated employees who are absent from assigned duty due to illness and who have utilized all of their sick leave, personal leave, and all other paid leave benefits of whatever nature, may contact GCEA representatives for guidance.

D. Bereavement

1. Each school employee shall be entitled to be absent from work without loss of compensation for a period not exceeding five (5) school days for a death in the immediate family. Up to a maximum of two (2) of the five (5) days may be reserved for bereavement-related matters to be taken, if needed, within sixty (60) calendar days of the date of death. The remaining days, if needed, are to be taken within ten (10) calendar days of the date of death. Nothing in this language prevents the use of all five (5) days within ten (10) calendar days of the date of death.

The term "immediate family" shall be defined as current spouse, children, parents, grandparents (including great), grandchildren (including great), brothers, sisters, all by blood, marriage, or adoption regardless of residence, or relatives living in the home with the school employee at the time of death.

2. Each school employee shall be entitled to be absent from work without loss of compensation for a period not exceeding one (1) school day for the death of the employee's uncle, aunt, niece, or nephew, related either by blood or marriage. That one (1) school day shall be taken within the ten (10) calendar day period commencing with the day of the death.
3. In the event that more than one such death occurs in the period of a school employee year, the above provisions shall apply in each instance.
4. For all bereavement leave, the employee must provide documentation to the employee's supervisor or building principal verifying the date of the death and relationship to employee. Examples of documents that satisfy the verification requirement: (1) obituary, if employee is named and date of death is indicated; (2) certificate from funeral home with date of death of decedent and employee's relationship; (3) written confirmation of meeting with financial institutions or legal counsel on matters related to estate matters.

E. Family Illness

Legally accumulated sick leave and annual leave must be used in the event of an incapacitating illness or injury involving a member of a school employee's immediate family (husband, wife, child, father, mother, grandparent, grandchild, brother, sister, in law, or any other relative living as a member of the household of the employee) provided that any employee wishing to use accumulated leave for this purpose will be limited by the restrictions found in Article VI.

F. Worker's Compensation and Light Duty/Return to Work

Absence due to injury incurred in the course of the school employee's employment shall not be charged against the school employee's annual or accumulated sick leave days, and the school employee will have the option of (1) being compensated his/her regular salary with all benefits received under the Indiana Worker's Compensation Act being remitted to the school corporation for a period up to ninety (90) continuous calendar days, or (2) accepting the compensation from the Indiana Worker's Compensation Act and receiving no regular salary from the school corporation. After the ninety (90) continuous calendar day period of disability, the school corporation will coordinate benefits the school employee is otherwise entitled to receive from the following sources: annual leave, accumulated sick leave, worker's compensation, and long-term disability.

Any accident occurring within the scope of employment must be reported to the immediate supervisor who will fill out the official report on the accident and file the same with the Human Resources Department.

1. Light Duty/Return to Work

If an employee is off work due to a worker's compensation injury and presents medical documentation from a certified medical provider of being capable of returning to work in a light duty capacity in any position available within the corporation for which the employee is capable of performing, the employer will work with the employee to determine if light duty is available based on the medical restrictions presented. If a light duty position is available that can be performed by the employee, said employee will be allowed to return to work subject to the employer's right to be provided with continuing medical verification of the light duty status.

G. Maternity Leave

1. Any employee may continue in active employment as late into pregnancy as she desires, if she is able to fulfill the requirements of her position. Temporary disabilities caused by pregnancy shall be governed by the same provisions governing sickness and by the following:

Any employee who is pregnant is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, if, except in a medical emergency, she notifies the Superintendent at least thirty (30) days before the date on which she desires to start her leave. She shall also notify the Superintendent of the expected length of this 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. In the case of a medical emergency caused by pregnancy, the employee shall be granted a leave, as otherwise provided in this section, immediately upon her request and certification of the emergency from an attending physician.

2. All or any portion of leave taken by an employee because of a temporary disability caused by pregnancy will be charged to her available annual leave and accumulated sick leave. After her available sick leave has been used, the employee may be absent, without pay, subject to GCCS Leave Policy. This leave may be taken without jeopardy to reemployment, retirement and salary benefits, tenure, and seniority rights.

H. Parental Leave

1. When a child is born to the spouse of a school employee, the employee is entitled to a leave of absence up to one (1) year if, except in a medical emergency, the employee notifies the Superintendent at least thirty (30) days before the date on which the employee desires to start the leave. The Employee shall also notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying the pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. In the case of a medical emergency caused by pregnancy, the employee shall be granted a leave, as otherwise provided in this section, immediately upon the request and certification of the emergency from an attending physician.

All or any portion of this leave taken by an employee will be charged to the employee's available annual leave and accumulated sick leave. After the available sick leave has been used, the employee may be absent, without pay for the remainder of one (1) year. This leave may be taken without jeopardy to reemployment, retirement and salary benefits, tenure, and seniority rights.

I. Adoption Leave

A school employee may be entitled to, upon request, adoption leave without pay for a period not to exceed one (1) year, if, except in a medical emergency, said employee notifies the Superintendent at least thirty (30) days before the date on which the employee desires to start the leave. The employee shall also notify the Superintendent of the expected length of this leave, including with this notice a certification of adoption and/or a copy of the birth certificate of the newborn, whichever is applicable. In the case of an emergency caused by the adoption procedure, the employee shall be granted a leave, as otherwise provided in this section, immediately upon a request and certification of the emergency from the agency handling the adoption or by an officer of the court where the adoption procedure is occurring.

All or any portion of this leave taken by an employee will be charged to his available annual leave and accumulated sick leave. After his available sick leave has been used, the employee may be absent, without pay for the remainder of one (1) year. This leave may be taken without jeopardy to reemployment, retirement and salary benefits, tenure, and seniority rights.

J. Legal Leave/Jury Duty

In the event a school employee is called to jury duty or subpoenaed to appear as a witness in court during any school day, such school employee shall submit proof of the days served and any check received for such services, excluding payment for meals and transportation to the office of the school district Treasurer in the Business Office, and a full payment shall be made

to the school employee for any day(s) missed. This section shall not apply to a legal proceeding filed by the Association or any agent of the Association and excludes subpoenas arising from employment outside the School Corporation or matters of a personal nature. Greater Clark reserves the right to verify any documentation submitted.

K. Unpaid Sabbatical Leave

A sabbatical leave of absence may be granted to school employees who have worked at least five continuous years with Greater Clark for the purpose of engaging in professionally-related experiences that will enhance the school employee's opportunity to contribute to the students of Greater Clark School Corporation.

1. This unpaid sabbatical leave may be granted to a school employee once in a five (5) year period.
2. Application for sabbatical leave shall be made in writing to the Superintendent's Office. Such requests must have the approval of the Superintendent.
3. Unless prohibited by the terms of the insurance policy, a school employee on an unpaid sabbatical leave may continue participation in any group insurance program to which the school employee was enrolled at the time the leave of absence commenced at his/her own expense. All insurance benefits to which an employee was enrolled in at the time his/her leave of absence commenced, that were not cancelled at the employee's request upon or during the leave, shall be restored to him/her upon return in accordance with the terms of the insurance policy. Any benefits which were cancelled may be available to the employee on the first day of the month after thirty (30) days worked after return in accordance with the terms of the insurance policy. School employees on an unpaid sabbatical leave shall accumulate seniority but not sick leave, tenure, or retirement, but shall not forfeit any previously accumulated rights or leaves.

L. Professional Leave

The Board agrees that professional leave days with pay may be granted for the following purposes:

1. Attending and/or participating in professional meetings relating to educational workshops, seminars, or conferences, sponsored by industry, professional associations, colleges, universities, or governmental agencies concerned with public school matters.
2. Visitation to other school corporations or educational institutions for the purpose of observing instructional techniques or other instructionally oriented programs.
3. Professional Leave is subject to the approval of the employee's supervisor or principal

M. Family and Medical Leave Act

Provisions implementing the Family and Medical Leave Act: School employees who qualify for FMLA shall have the right to both the appropriate family and medical leave and the appropriate designated benefits provided by the Family and Medical Leave Act (FMLA). Any provision of this contract which restricts any mandatory leave and/or mandatory benefit(s) of the FMLA will not have any effect for any school employee who has a right to a leave and/or benefit under the Act. The School Corporation may require a school employee to verify and/or certify any information which an employer may require under the FMLA and it may further elect any option available to it under the Act for any leave or benefit for which a school employee qualifies under the FMLA but for which the school employee is not entitled under the specific language of this contract.

FMLA shall run concurrently with any paid leave days granted by Greater Clark County Schools.

For record keeping purposes, the twelve (12) month period for FMLA shall be defined as from July 1 to June 30.

N. Reduction in Force Leave

1. A school employee, who is not to be laid off as part of a Reduction in Force effort, may request a leave of absence for one (1) school year in order to reduce the number of school employees who are or will be laid off. The request shall be written and submitted to the superintendent.
2. The leave will be called the Reduction in Force Leave and will be for one (1) school year. The leave may terminate before this time if the School Corporation approves the earlier termination.
3. The Reduction in Force Leave may be extended for another school year if the school employee on a Reduction in Force Leave submits a written request by April 1 of the school year for which the school employee is on leave and said leave is considered in the best interest of the school corporation.
4. Any school employee on Reduction in Force Leave may maintain coverage in the group health insurance coverage held by the School Corporation, subject to the following:
 - a. Paying to the Corporation, so as to be at all times at least one (1) month in advance of the Corporation's due date, the monthly premium of the health insurance invoice, including the Corporation's share thereof; and
 - b. Any applicable rule of the insurance carrier.

ARTICLE VII

Retirement Benefits

All school employees covered by this Master Contract who have met the eligibility requirements as set out in Section 1 below are eligible for severance benefits including retirement, health insurance and group life insurance as set out below. VEBA benefits are available to certain employees based on their employment category as set out in Section 5. The manner for determining the value of the amount funded to the VEBA account was approved by the GCEA and the school employer in the July 1, 2000 through June 30, 2004 Master Contract and is not subject to further negotiations. Specific details of the benefits for each employment category are on file in the Human Resources Department.

1. Lump Sum Severance

Any school employee in this group who (a) attains the age of fifty-five (55) by no later than December 31st of the calendar year in which he/she retires, (b) has fifteen (15) continuous years of service in the school corporation, and (c) has given proper written notification of intent to retire to the Superintendent's office no later than March 1st of the last school year of teaching prior to retirement, is eligible for a lump sum severance payment equal to two thousand dollars (\$2,000.00) at retirement. For mid-year retirements or other times throughout the year, other than the end of the school year, a retiring employee shall provide at least thirty (30) days advance written notice to the Superintendent to receive this benefit unless it is an emergency situation. This severance amount may be paid to the school employee by the school corporation from a pooled 457(b) plan or similar mechanism.

2. Health Insurance Access

Any school employee who is entitled to the lump sum severance benefit under Section 1 and is enrolled in the school corporation's group health insurance plan at the time of retirement, may elect to maintain coverage in such group health insurance plan at the school employee's cost. The retired school employee's coverage under the school corporation's group health insurance plan shall terminate on the last day of the month prior to the month containing the retired school employee's birthday that qualifies the retired school employee for coverage under the Medicare portion of the Social Security Act. Funds from a VEBA Account, if applicable, may be used by the retired school employee to pay the premiums for this coverage.

3. 403(b) Plan

All school employees shall have the opportunity to make salary reduction contributions to a 403(b) plan up to the maximum allowable under Federal law. School employees can choose to continue to have their salary reduction contributions invested in the 403(b) tax-deferred annuities in which their contributions are already being invested, if any, or invested in the 403(b) plan offered by the school corporation.

4. Group Life Insurance Retirement Benefit

Those employees retiring from employment with the school employer and qualifying for severance pay shall have the right to remain part of the group term life insurance program in accordance with the age restrictions set by the insurance company by paying the full applicable premium deducted from the employee's final pay. The benefit amount of group term life insurance shall be reduced to five thousand dollars (\$5,000) for the period commencing when the employee retires from employment with the school employer and until reaching age seventy (70).

5. VEBA Accounts (Lump Sum and/or Individual)

Persons employed prior to the last pay of the 2010-2011 school year have VEBA accounts based on their employment status as set out in the groups listed below:

VEBA Benefits Categories include:

Group One: Eligible employees who retire after June 30, 2005 and who previously chose to remain in the school corporation's Social Security and Medicare Bridge Plan.

Group Two: Eligible employees who retire after June 30, 2005 and who previously participated in the 2000-2001 Social Security and Medicare Bridge Plan Buy-Out

Group Three: Eligible Employees who retire after June 30, 2005, and who had less than fifteen (15) continuous years of service during the 2000/2001 school year.

Group Four: Eligible employees who retire after June 30, 2005 and who were hired after July 1, 2001 but before July 1, 2004.

Group Five: Eligible Employees who retire after June 30, 2005, who are not identified in Groups Number One through Four, and who are hired on or after July 1, 2004.

6. 401(a) Plan

School employees in Groups Two, Three, Four and Five above who received 401(a) Plan contributions shall be fully vested in these contributions to their 401(a) plan accounts after the earlier of three (3) years of service with the School Corporation or attainment of age fifty-five (55). Once the school employee becomes fully vested in these contributions, they are non-forfeitable and, in the event of death of the school employee prior to distribution, shall be payable to the school employee's designated beneficiaries or, if none, to the school employee's estate.

7. Retirement Incentive

The Greater Clark County School Corporation shall offer a retirement incentive for the 2019-20 school year. A buyout in the amount of \$15,000 will be provided to the first thirty (30) teachers who submit retirement paperwork by March 1, 2020. A minimum

number of ten (10) participants must submit paperwork for this buyout to proceed. The maximum number of participants will be thirty (30). Should fewer than ten (10) submit paperwork, those teachers shall have the ability to rescind their retirement letters. If more than thirty (30) teachers apply for retirement, then those who are beyond the first thirty (30) submitted, will have the ability to rescind their retirement letters as long as they do so no later than March 31, 2020. The payout will be deposited into the teacher's 403b or directly to the teacher, per the choice of the teacher, on or before June 30, 2020. This buyout is separate and apart from the \$2000 retirement payment that is made to all teachers. No applications shall be accepted for this incentive until such date as the contract has been ratified by both parties. Submission shall be sent via email to Mark Laughner, Superintendent, and cc'd to Patricia Helton, Director of Human Resources and Mark Felix, President of the Greater Clark Education Association.

8. Early Retirement Incentive effective July 1, 2020

If the Greater Clark County School Corporation Board of School Trustees the Association decide to offer an early retirement incentive to teachers during the 2020-21 school year, the superintendent will notify eligible teachers of the terms of the early retirement incentive no later than February 1st of the school year. If an early retirement incentive would be offered by the Board during the term of this contract as described above, and an eligible teacher would like to accept the incentive, then such eligible teacher must notify the Superintendent, and cc'd to Patricia Helton, Director of Human Resources and Mark Felix, President of the Greater Clark Education Association via email of his/her intention to accept the incentive by no later than March 1, of the school year in which the incentive is offered.

ARTICLE VIII

Compensation and Related Matters

A. Definitions

1. Salary Level

Recurring money added to the teacher's base salary.

2. Stipend Unit

One-time money paid in recognition of a particular performance in a compensation category. Stipend units shall not be considered part of the base salary.

3. Salary Range

All eligible teachers shall be placed on the Salary Schedule set out in Appendix A as described in this Master Contract.

Newly hired teachers will be placed at a base pay as detailed in Appendix A, in the Hiring Schedule. All teachers with no experience shall be placed at the first step on the appropriate career path.

The Superintendent has the discretion to place a newly hired teacher who teaches in a hard to fill position a maximum of one (1) level higher on the Salary Schedule. Any additional compensation shall be mutually agreed upon by the Superintendent and the Association President or his/her designee.

The salary range is \$40,000 to \$74,000, excluding ISTRF contributions.

4. Eligibility

Teachers evaluated as "needs improvement" or "ineffective" shall not be eligible to receive any salary level increase or stipend unit pay for the following year except those who are eligible per IC 20-28-9-1.5 (f).

Teachers not eligible for a salary increase shall remain at their 2018-19 salary level.

In the event an individual teacher's evaluation is invalidated due to procedural error or if the evaluation is incomplete due to the teacher being out on an approved leave, the teacher's eligibility for any base unit increase or stipend unit pay shall be based on the most recent completed evaluation results.

A teacher must be under contract the year following the evaluation cycle to be eligible for a salary level increase or stipend unit pay.

5. Experience

A minimum of 120 contracted days within a school year equates to one (1) year of experience per TRF.

B. Compensation Plan

The Compensation Models are in Appendix A.

1. Salary Level

Increases to the teacher's salary level shall be based on performance, educational attainment and/or years of experience, and leadership.

a. Performance (3 points)

Teachers receiving a rating of Highly Effective or Effective at the completion of the annual performance evaluation shall receive three (3) points. Teachers that receive an overall rating of Improvement Necessary or Ineffective shall receive no performance

points. In the event an individual teacher's evaluation is invalidated due to procedural error or if the evaluation is incomplete due to the teacher being out on an approved leave, the teacher's performance rating from the most recent completed performance evaluation shall be used.

b. Experience/Educational Attainment (1 point)

For either the completion of 120 contracted days or the attainment of an advanced degree or education that meets the qualifications of the career pathways, the teacher will receive 1 point. Teachers contracted for fewer than 120 days will receive no experience points.

c. Leadership (one point)

The teacher shall receive one point for volunteering for 15 hours OR for 5 events during the school year for school sanctioned events or for student related duties beyond contract hours. Detailed examples of Leadership point acquisition for the service area is located in Appendix E.

d. Eligibility for Salary Level Increase

A total of five (5) points must be earned for a teacher to be eligible for a Salary Level increase. Teachers who receive a point for another year of experience within their five (5) points required for a salary increase, will move a level within their career pathways.

e. Academic Needs

In order to ensure that the academic needs of all students are met to the highest level possible, compensation will be provided on three career paths. Teachers holding a Bachelor's Degree are on Career Path I. Teachers holding a Master's Degree in the current content area(s) in which the teacher teaches or in a content area approved by the Superintendent are on Career Path II. Teachers holding a Master's as defined above +30 are on Career Path III.

Academic Need A – Retaining teachers that are in the Career Path I column and are currently on Level 12 of the salary schedule in the Greater Clark County Schools is critical for the school corporation. Academic Need is defined as the need to retain these Clark County teachers.

Academic Need Amt: \$3000

Academic Need B – Retaining teachers that are in the Career Path II column and are currently on Levels 6-10 of the salary schedule in the Greater Clark County Schools is critical for the school corporation. Academic need is defined as the need to retain these Clark-County School teachers.

Academic Need Amt: \$1500

Academic Need C – Retaining teachers that are in the Career Path II column and are currently on Levels 11-15 of the salary schedule in the Greater Clark County Schools is critical for the school corporation. Academic need is defined as the need to retain these Clark-County School teachers.

Academic Need Amt: \$2500

Academic Need C – Retaining teachers that are in the Career Path II column and are currently on Level 16 of the salary schedule in the Greater Clark County Schools is critical for the school corporation. Academic need is defined as the need to retain these Clark County School teachers.

Academic Need Amt: \$3500

Academic Need D – Retaining teachers in the Career Path III column and are currently on Level 6-10 of the salary schedule in the Greater Clark County Schools is critical for the school corporation. Academic need is defined as the need to retain these Clark-County School teachers.

Academic Need Amt: \$2000

Academic Need E – Retaining teachers in the Career Path III column and are currently on Level 11-16 of the salary schedule in the Greater Clark County Schools is critical for the school corporation. Academic need is defined as the need to retain these Clark-County School teachers.

Academic Need Amt: \$3000

Academic Need F - For the 2019-20 school year, an additional Academic Need is the need to retain those teachers hired in the years as described below: For the 2019-20 school year, all teachers who are eligible for a salary level increase on Career Level I hired no earlier than the 2010-11 school year, and no later than the 2015-16 school year shall move one (1) level on the salary schedule if they qualify based on evaluation and service. Teachers on Career Level II hired no earlier than the 2012-13 school year, and no later than the 2015-16 school year shall move one (1) level on the salary schedule if they qualify based on evaluation and service. Teachers on Career Level III hired no earlier than the 2013-14 school year, and no later than the 2015-16 school year shall move one (1) level on the salary schedule if they qualify based on evaluation and service. Such movement shall be compensated as of January 1, 2020, with a retroactive check for the back pay issued no later than the second pay period in March 2020. The remainder of the teacher's paychecks for the 2019-20 school year shall include the salary increase that became effective on January 1, 2020.

For the 2020-21 school year an academic need is to retain employees who have worked for Greater Clark Schools for more than one year. To that end, all eligible teachers hired prior to the 2019-20 school year shall move two levels on the salary schedule if they qualify based on evaluation and service. Teachers hired in the 2019-20 school year shall move one level on the schedule if they qualify based on evaluation and service. One additional level of \$1800 will be provided on each Career Level Lane. It is available

only for those who were at the top of the schedule for the 2019-20 school year and who qualify to move based on evaluation and service.

C. Ancillary Duties

1. Contract Day Duties

- a. Extra Class Period – If a teacher teaches or covers another period in lieu of a prep period, the teacher shall receive one hour of service toward their leadership point for each prep period lost. This coverage is voluntary on the part of the teacher and the teacher may decline to cover the class.
- b. Covering Class Period – If a teacher covers or absorbs all or part of another teacher's class during his/her regular day, the teacher shall receive one hour of service toward their leadership point for each hour covered or absorbed. This coverage is voluntary on the part of the teacher and the teacher may decline to cover the class.

2. Non-Contract Day Duties

- a. All professional development or training outside the contract day shall be voluntary. Any teacher attending professional development or training outside the contract day will receive additional compensation for each hour, or portion thereof, at their professional hourly rate of pay. The "professional hourly rate of pay" shall be calculated on the basis of a seven and one-half (7.5)-hour work day.
- b. Compensation for summer school programs shall be paid at the teacher's hourly rate based on a 7.5 hour day.

D. Extra Duty Extra Pay Schedule

The Extra Pay Salary Schedule is set forth in Appendix B.

Extra duty pay will be paid on the first pay in January and first pay in June for those performing extra duty during an entire school year. For those performing extra duty for less than a full year, pay will be issued during the work period for the position based on the applicable pay dates listed above.

E. Teacher Appreciation Grants

The dissemination of funds received by the school corporation will be distributed in accordance with the guidelines established by the Indiana Department of Education as well as through the corporation discussion process.

F. Pay Schedules and Dates

Teachers shall receive their pay in twenty-four (24) installments beginning in the 2020-21 school year. A deposit advice (pay stub) will be available electronically on Friday of the pay period, with the pay dates being the first and third Friday of each month.

G. The 403(b) Plan

All school employees within this group shall have the opportunity to make salary reduction contributions to a 403(b) plan up to the maximum allowable under Federal law. School employees can choose to continue to have their salary reduction contributions invested in the 403(b) tax-deferred annuity offered by the school corporation.

To qualify for an annuity payroll deduction under this contract provision, any eligible annuity vendor must have on file with the school corporation a vendor agreement and each employee participating in such annuity plan must have on file with the school corporation an employee deduction agreement.

H. School Employee's Retirement Contribution to the State

The School Corporation shall pay to the Indiana State Teachers' Retirement Fund a school employee's contribution to the Teachers' Retirement Fund up to a maximum of an amount equal to three percent (3%) of the school employee salary.

I. Insurance

1. Group Health

The school employer shall provide for school employees a comprehensive health insurance program, with the school employee having an option of selecting either the single or the family plan, along with a Traditional or Health Savings Account Plan. The school employer shall pay four hundred dollars (\$400.00) monthly of an individual premium under the single plans and the school employee will pay the remaining amount; or the school employer shall pay one thousand twenty dollars (\$1,020.00) monthly of the family plans and the school employee shall pay the remaining amount. Premium increases will be shared 40/60 by the employee and employer. A current Health Insurance Premium Chart is in Appendix C.

Newly hired employees who have enrolled in the GCCS Health Insurance Program may utilize the GCCS Wellness Center immediately.

During the term of this contract, there will be a joint Association/School Corporation Insurance Committee composed of three (3) individuals appointed by the Association and three (3) individuals appointed by the Superintendent who will study options in regard to health insurance plan alternatives.

The Insurance Committee will determine any changes to the use of the non-reverting health insurance fund, including re-use of interest earned on the account, if any, after an agreed upon "reserve/safety" amount has been reached. If mutual agreement cannot be reached, the funds will remain in the non-reverting fund.

The insurance carrier will be chosen by mutual agreement of the Board and the Association.

2. Group Life

The school employer shall provide for eligible school employees a term life insurance plan in the amount of Fifty Thousand Dollars (\$50,000) in the event of death, with the appropriate double indemnity and disability clause. This amount reduces to Twenty-Five Thousand Dollars (\$25,000) at the time the employee reaches age 70, while employed, and reduces to Five Thousand Dollars (\$5,000) for all employees at the time the employee retires in accordance with current insurance plan. The school employer shall pay all but One Dollar (\$1.00) and the school employee shall pay the remaining amount of the premium. The employee, at retirement, is entitled to retain coverage based on the benefits available per terms of insurance policy in existence by paying the full cost of the premium as part of his/her final payout.

The school employer will make available for eligible school employees a mechanism to secure a term life insurance plan in the amount of One Hundred Thousand Dollars (\$100,000) in the event of death, with the appropriate double indemnity and disability clause; subject to reductions as indicated in the plan at age 70, if employed, and at retirement. Employees seeking life insurance coverage at this level shall pay the difference between the premium cost for \$50,000 and the cost for \$100,000 in coverage. Enrollment for this increased life insurance coverage authorizes the employer to deduct the monthly premium difference from said employee's salary twenty-four (24) times during the school year. Enrollment for this opportunity will be scheduled one (1) time during the school year.

3. Long Term Disability

The school employer shall provide for eligible school employees a long term disability insurance plan, with the monthly schedule benefit amount to be a minimum of at least sixty percent (60%) of normal monthly earnings to a maximum benefit amount of \$2,500.00; and, with a ninety (90) day qualifying period. The school employee shall pay the premium.

During the term of this contract, the joint Association/School Corporation Insurance Study Committee as identified above will study options for Long Term Disability Insurance. (This function shall be called by either party on request during the term of the agreement.)

The parties also agree that during the term of this contract, the school corporation may change to a different Long Term Disability Insurance arrangement which will provide a more appropriate coordination of benefits for income protection of employees.

4. Voluntary Short Term Disability and/or Accident Insurance.

The school employer will implement a voluntary short term disability and non job-related accident insurance coverage plan with premiums to be paid by participating employees through voluntary payroll deductions. Enrollment for this short term disability and/or accident insurance coverage authorizes the employer to deduct the monthly premium from said employee's salary twenty-four (24) times during the school year. Enrollment for this opportunity will be scheduled one (1) time during the school year.

5. IRS Section 125 Flexible Spending Account

Greater Clark offers a voluntary participation Section 125 Flexible Spending Account to eligible employees.

Enrollment in the Section 125 Plan authorizes the employer to deduct the cost for the plan if the "Payment when Services are Rendered Plan" is selected along with the withholding amount for services for either plan from said employee's salary twenty-four (24) times during the school year.

It is the school employee's responsibility to know the maximum amount that can be deducted for the pre-tax benefit. All other terms and conditions are set out in the Section 125 Flexible Spending Account Plan Document maintained in the Human Resources Department.

6. Voluntary Vision and Dental Insurance

The school employer will offer vision and dental insurance plan for employees based on the availability of those plan through the selected insurance provider. The cost for participation will be the responsibility of the employee.

J. Expanded Criminal History Background Checks

The school corporation shall pay the cost of any and all expanded criminal history checks and expanded child protection index checks that are required to be completed on all current employees every five years, per IC 20-26-5-10(f).

K. Part Time Bargaining Unit Members

A part time bargaining unit member is a bargaining unit member hired 3.5 hours or less per day or less than 90 days during the school year. Part time employees hired after July 1, 2006 are entitled to all of the benefits of the Master Contract at a pro-rated amount. The insurance eligibility is based upon the current plan document.

ARTICLE IX

Grievance Procedure

A "grievance" is a claim by one (1) or more school employees of a violation, misapplication, or a misinterpretation of the terms of this contract.

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 provisions of this contract, and the application of such procedure shall be strictly limited to the provision of this contract.

A. Procedure

1. Level One: A school employee or a group of school employees with a grievance shall initiate this procedure in the following manner:
 - a. Informal Grievance: The school employee(s) shall approach the immediate supervisor concerned and discuss the matter on his/her own behalf, either personally or accompanied by an Association representative. (Said school employee(s) may choose to file a formal grievance directly without filing an informal grievance.)
 - b. Formal Grievance: Within thirty (30) days of the time the grievant knew, or reasonably should have known of the grievance, the school employee(s) may file a formal grievance in writing in triplicate with one copy to the Association, one copy to the grievant, and one copy to the immediate supervisor. Said formally written grievance shall (1) name the school employee(s) involved, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this contract alleged to have been violated, and (4) indicate the specific relief requested.

A form (a copy of which is set forth as Appendix D) shall be available from either the Association representative in each building and/or the Principal of such building.
 - c. Within ten (10) days of the filing of the formal grievance in writing, a meeting shall take place between the immediate supervisor concerned, the school employee(s), and if desired by the school employee(s), an Association representative; and an answer shall be given to the school employee(s) in writing within five (5) days.
2. Level Two: If the grievance is not settled at Level One, it may be appealed to the school employer by filing written notice with the Superintendent and his/her designee stating the grounds for appeal. A meeting with the school employer or its designated representative shall be held within ten (10) days following the receipt of said notice and the school employee(s) and the Association shall receive reasonable notice of the time, place and the date for hearing such appeal. The school employer's written decision shall be transmitted to the school employee(s) and the Association within ten (10) days.

3. Level Three: Within thirty (30) days after the receipt of the decision in Level Two, the exclusive representative, upon written notice to the Board, may submit the grievance to binding arbitration under and in accordance with the rules of the American Arbitration Association. If the parties cannot agree on the arbitrator or a method of selecting an arbitrator within the ten (10) days after notification, then the arbitrator will be selected in accordance with the rules of the American Arbitration Association.

The fees and expenses of the arbitrator shall be shared equally by the Board and the exclusive representative. All other expenses shall be borne by the party incurring them.

B. Powers of the Arbitrator

The arbitrator shall have no power:

1. To add to or subtract from the terms of this Agreement;
2. To change any practice, policy, or rule of the Board unless such practice, policy or rule shall be in direct conflict with this Agreement;
3. To rule on any matter prohibited by law;
4. To rule on the failure to reemploy any school employee to a position on the extracurricular schedule; and
5. To rule on the dismissal of any school employee.

C. Other Provisions Relating to the Grievance Procedure

1. The time limits provided in this Article shall be strictly observed and may be extended by a written agreement between and signed by the parties.
2. In the event a grievance is filed after May of any year, the Board shall cooperate in processing such grievance prior to the end of the school year. The term "day" when used in this Article shall mean school employee days (as that term is used in the school calendar, or 185 days). During the summer recess, the term shall mean weekdays (Monday through Friday).
3. In the event the grievant fails to exhaust his/her remedies under the grievance procedure provided above, or to abide by the time limits with respect to each step, the grievance shall be presumed to be abandoned, and the matter shall be settled in accordance with the School Corporation's last answer thereto. If there is a failure at any time to communicate the decision within the specified time limit, the school employee shall then have the right to appeal at the next step of the procedure.

4. Notwithstanding the expiration of this Contract, any claim or grievance arising thereunder may be processed through the grievance procedure through resolution if the formal grievance procedure had been initiated pursuant to this Article prior to the expiration date set forth in the Contract.
5. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.
6. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
7. A grievance which in the judgment of the Association affects a group or class of school employees may be submitted to the Superintendent or his/her designee at step two (2) of the formal grievance procedure. Such a class action grievance shall be filed on the form attached to this Contract as Appendix D, and said written grievance shall (1) name the school employees involved, (2) state the facts giving rise to the grievance, (3) identify the specific provision of this Contract alleged to be violated, and (4) indicate the specific relief requested.

ARTICLE X

Scope of Agreement

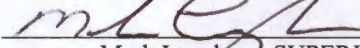
- A. This agreement supersedes and cancels all previous agreements, verbal or written, including any past practices or memorandums of Agreement or Understanding between the school employer and the Association and constitutes the entire agreement between the parties.
- B. Any amendment or agreement adding to, subtracting from or supplemental to this Contract shall not be binding upon either party unless it is executed in writing by each of the parties hereto.
- C. In the event the School Corporation comes under any court order or conciliation agreement with any state or federal regulatory commission or agency, the carrying out of which would affect the terms of this Agreement, the parties agree to negotiate in regard to such terms within the scope of the conciliation agreement or order.
- D. If any provisions of this contract or any application of this contract to any school employee or group of school employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- E. The parties acknowledge that during the negotiations which resulted in this agreement each had the unlimited right and opportunity to make demands and proposals with respect to salary, wages, hours and salary and wage related fringe benefits, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this agreement. Therefore, the school employer and the Association, for the life of this agreement each voluntarily and unqualifiedly waives the right, and each agrees that the other

shall not be obligated, to bargain collectively with respect to any subject or matter referred to or covered by this agreement and with respect to any subject or matter not specifically referred to or covered in this agreement, even though such subject may not have been within the knowledge and contemplation of either or both of the parties at the time they negotiated or signed this agreement; provided however, that the Association has the right to bargain with the School Corporation concerning the salary of any new position within the bargaining unit which is not already provided for in this agreement and created during the term of this contract.

ARTICLE XI
Term of Contract


In witness whereof the parties to this contract have hereunto set their hands, as-the duly elected and acting officers, as designated under their respective signatures of the Board of School Trustees of Greater Clark County School Corporation, a Community School Corporation and the Greater Clark Education Association, this contract being in full force and effect on and after the 1st day of July 2019 except those provisions which by their terms indicated otherwise, and terminating on the 30th day of June 2021. Ratified by the Greater Clark Education Association on the 9th day of December, 2019. Ratified by the Board of School Trustees this 17th day of December, 2019.

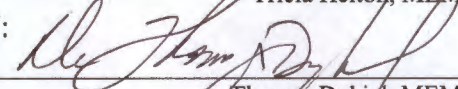
**BOARD OF SCHOOL TRUSTEES
OF GREATER CLARK COUNTY
SCHOOL CORPORATION,
A COMMUNITY SCHOOL
CORPORATION**


BY: 
Mark Laughner, SUPERINTENDENT

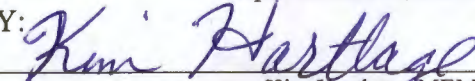
**NEGOTIATIONS TEAM FOR BOARD
OF SCHOOL TRUSTEES**

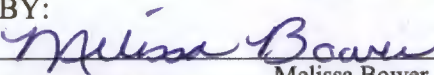
BY: 
Bill Hawkins, MEMBER

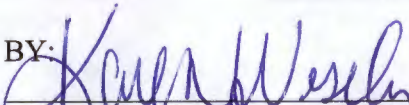
BY: 
Tricia Helton, MEMBER

BY: 
Thomas Dykiel, MEMBER

BY: 
April Geltmaker, MEMBER

BY: 
Kim Hartlage, MEMBER

BY: 
Melissa Bower, MEMBER

BY: 
Karen Wesely, MEMBER

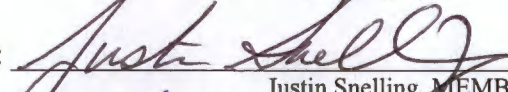
BY: 
Brooke Lannan, MEMBER


**GREATER CLARK EDUCATION
ASSOCIATION**

BY: 
Mark Felix, PRESIDENT

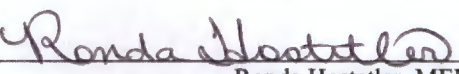
**NEGOTIATIONS TEAM FOR GREATER
CLARK EDUCATION ASSOCIATION**

BY: _____
Nick Wiese, MEMBER


BY: 
Justin Snelling, MEMBER

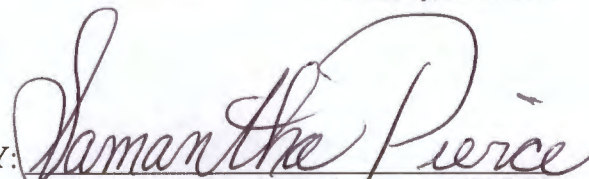
BY: 
Lori Gavin, MEMBER

BY: 
Christine Lawrence, MEMBER

BY: 
Ronda Hostetler, MEMBER

BY: 
John McLaughlin, MEMBER

BY: 
Pam McCoy, MEMBER

BY: 
Samantha Pierce, MEMBER

APPENDIX A

Salary Schedule			
185 School Employee Days (days noted for information only)			
Salary Level	Career Path I	Career Path II	Career Path III
1	\$40,000	\$41,000	\$42,000
2	\$41,000	\$42,000	\$43,000
3	\$42,000	\$43,000	\$44,000
4	\$43,000	\$44,000	\$45,000
5	\$44,000	\$45,000	\$46,000
6	\$45,000	\$46,500	\$48,000
7	\$46,000	\$48,000	\$50,000
8	\$47,000	\$49,500	\$52,000
9	\$48,000	\$51,000	\$54,000
10	\$49,000	\$52,500	\$56,000
11	\$50,000	\$55,000	\$59,000
12	\$53,000	\$57,500	\$62,000
13		\$60,000	\$65,000
14		\$62,500	\$68,000
15		\$65,000	\$71,000
16		\$68,500	\$74,000

Effective on July 1, 2020, a thirteenth (13th) step will be added to the Career Level I salary lane in the amount of \$54,800. A seventeenth (17th) step will be added to the Career Level II salary lane in the amount of \$70,300. A seventeenth (17th) step will be added to the Career Level III salary lane in the amount of \$75,800.

Credit to be given for each full year of prior active duty military service. Credit beyond any full year requires a minimum of nine (9) months active duty. Maximum allowable credit up to four (4) years.

A teacher must be employed 120 days per year to receive a year of experience.

Money that would have been paid to a teacher receiving an Ineffective or Improvement Necessary rating will be distributed equally among all teachers receiving an Effective or Highly Effective rating. The redistribution shall be made to all eligible teachers in the form of a stipend and shall be distributed within 30 days of the final determination of evaluation ratings.

Hiring Schedule
Teachers newly hired in GCCS after the ratification of this agreement shall be placed on the salary
schedule based on the
grid below

Start Year of teaching	Career Path I	Career Path II	Career Path III
00/01 & prior	12	16	16
01/02	12	15	15
02/03	12	14	14
03/04	12	14	14
04/05	12	13	13
05/06	11	12	12
06/07	9	12	12
07/08	8	11	11
08/09	7	9	10
09/10	6	8	9
10/11	4	7	8
11/12	3	5	7
12/13	2	4	5
13/14	2	3	4
14/15	2	2	3
15/16	2	2	3
16/17	2	2	2
17/18	2	2	2
18/19	1	1	1
19/20	1	1	1

The new hire must have been continuously employed from his/her "Start Year". For any year the teacher did not teach, the starting level shall be moved down one level for each such year.

APPENDIX B

EXTRA DUTY - EXTRA PAY SCHEDULE 9/1/2015 REVISED EFFECTIVE 2017-18 AND SCHOOL YEARS THEREAFTER

CORPORATION-WIDE	
Program Coordinator A	.060
Program Coordinator B	.050
Program Coordinator C	.040

ELEMENTARY ECA SCHEDULE						
NOTE: Program Support Based On Enrollment						
School	17-18 ENROLLMENT	Per Student	Elective	Defined*	Directed	Total
Bridgepoint	348	0.00026	0.09	0.13	0.280	0.500
Jonathan Jennings	465	0.00052	0.12	0.25	0.280	0.610
Maple (adjusted for small enrollment)	205	0.00045	0.09	0.13	0.200	0.420
New Washington	281	0.00026	0.08	0.13	0.280	0.490
Northaven	482	0.00026	0.12	0.13	0.280	0.530
Parkwood	539	0.00026	0.15	0.13	0.280	0.560
Pleasant Ridge	460	0.00026	0.12	0.01	0.280	0.410
Riverside	446	0.00026	0.12	0.13	0.280	0.530
Spring Hill (adjusted for small enrollment)	165	0.00045	0.09	0.13	0.200	0.420
Thomas Jefferson	352	0.00026	0.10	0.13	0.280	0.510
Utica	509	0.00026	0.13	0.13	0.280	0.540
Wilson	476	0.00026	0.13	0.13	0.280	0.540
Total			1.34	1.56	3.200	6.1
Grand Total						6.100
*Defined Positions	Total					
Cheerleader – B	0.01					
Cheerleader – G	0.01					
Boys BB	0.03					
Girls BB	0.03					
Wrestling	0.01					
X-Country	0.01					
Track	0.01					
Volleyball	0.01					
Social Media	0.01					
*Electives						
Activity K**	0.02					
Activity M**	0.01					
*Directed Positions						
Tech Coordinator	0.04					
Grade/Unit Leader	0.04					

MIDDLE SCHOOL ECA SCHEDULE									
	Index	# of Positions/Total Index (number of positions provided for informational purposes only)							
		CMS	Total	NWMS	Total	PVMS	Total	RVMS	Total
DEFINED POSITIONS									
Band/Concert – Fall	0.01	1	0.01	1	0.01	1	0.01	1	0.01
Band/Concert – Spring	0.01	1	0.01	1	0.01	1	0.01	1	0.01
Basketball 6th Gr./Boys	0.025	2	0.05	2	0.05	2	0.05	2	0.05
Basketball 6th Gr./Girls	0.025	2	0.05	1	0.025	2	0.05	2	0.05
Basketball/ Head Boys 7	0.09	1	0.09	1	0.09	1	0.09	1	0.09
Basketball/ Head Girls 7	0.09	1	0.09	1	0.09	1	0.09	1	0.09
Basketball/ Head Boys 8	0.09	1	0.09	1	0.09	1	0.09	1	0.09
Basketball/ Head Girls 8	0.09	1	0.09	1	0.09	1	0.09	1	0.09
Cheer 6th/Boys	0.01	1	0.01	1	0.01	2	0.02	2	0.02
Cheer 6th/Girls	0.01	1	0.01	1	0.01	2	0.02	2	0.02
Cheer 7&8	0.03	1	0.03	1	0.03	1	0.03	1	0.03
Choir – Fall	0.01	1	0.01	1	0.01	1	0.01	1	0.01
Choir – Spring	0.01	1	0.01	1	0.01	1	0.01	1	0.01
Cross Country/Head	0.04	1	0.04	1	0.04	1	0.04	1	0.04
Football/ Head	0.09	1	0.09	0	0	1	0.09	1	0.09
Football/Asst.	0.07	2	0.14	0	0	3	0.21	3	0.21
Physical Activities Director	0.055	1	0.055	0	0	1	0.055	1	0.055
Swimming - 6,7,8	0.045	1	0.045	0	0	1	0.045	1	0.045
Tennis (Fall/Spring)	0.045	2	0.09	2	0.09	2	0.09	2	0.09
Theater/Drama	0.03	1	0.03	0	0	1	0.03	1	0.03
Track/Assistant	0.03	2	0.06	1	0.03	2	0.06	2	0.06
Track/Head	0.06	1	0.06	1	0.06	1	0.06	1	0.06
Twitter/Social Media/Web Master	0.01	1	0.01	1	0.01	1	0.01	1	0.01
Volleyball/Head 7&8	0.035	2	0.070	2	0.070	2	0.070	2	0.070
Wrestling/Head	0.045	1	0.045	0	0	1	0.045	1	0.045
Wrestling Assistant	0.02	1	0.02	0	0	1	0.02	1	0.02
Yearbook	0.03	1	0.03	1	0.03	1	0.03	1	0.03
Total Defined Index			1.335		0.855		1.425		1.425
DIRECTED POSITIONS									
Technology Coordinator	0.04	1	0.04	1	0.04	1	0.04	1	0.04
Team / Department Leader	0.04	4	0.16	3	0.12	12	0.48	12	0.48
Total Directed Positions			0.20		0.16		0.52		0.52
ELECTIVE POSITIONS			0.445		0.125		0.55		0.55
Total ECA Per School			1.980		1.140		2.495		2.495
Grand Total MS ECA		8.110							

MIDDLE SCHOOL ECA SCHEDULE									
	Index	# of Positions/Total Index (provided for informational purposes only)							
DEFINED POSITIONS		CMS	Total	NWMS	Total	PVMS	Total	RVMS	Total
ELECTIVES									
Activity H**	0.04								
Activity J**	0.03								
Activity K**	0.02								
Activity M**	0.01								

HIGH SCHOOL ECA SCHEDULE						
	Number of Positions / Total Index (Number of positions provided for information purposes only)					
DEFINED POSITIONS	NWHS	Total	CHS	Total	JHS	Total
Athletic Director	1	0.125	1	0.125	1	0.200
Band/Hd/Bsktball	1	0.100	1	0.100	1	0.100
Band/Hd/Ftball			1	0.130	1	0.130
Band Assistant (100+ members)					1	0.060
Baseball/Head	1	0.125	1	0.125	1	0.125
Baseball Assistant	1	0.060	2	0.120	2	0.120
Basketball/ Head Boys	1	0.210	1	0.270	1	0.350
Basketball/Asst./Boys	2	0.250	3	0.375	4	0.500
Basketball/ Head Girls	1	0.210	1	0.270	1	0.350
Basketball/Asst./Girls	2	0.250	3	0.375	4	0.500
Cheer/Basketball	1	0.050				
Cheer/Basketball & Football			1	0.080	2	0.160
Cross Country/Boys	1	0.065	1	0.065	1	0.065
Cross Country/Girls	1	0.065	1	0.065	1	0.065
Drama/Fall/Musical	1	0.040	1	0.050	1	0.065
Drama/Spring/Musical	1	0.040	1	0.050	1	0.065
Drama/Addt'l/1 per Semester					2	0.065
Football/Head			1	0.210	1	0.270
Football/Asst.			5	0.625	6	0.750
Golf/Boys	1	0.065	1	0.065	1	0.065
Golf/Girls	1	0.065	1	0.065	1	0.065
Gymnastics – Head					1	0.100
Gymnastics Assistant					1	0.050
Soccer/Head Boys			1	0.100	1	0.100
Soccer Assistant - Boys			1	0.050	1	0.050
Soccer/Head Girls				0.100	1	0.100
Soccer Assistant - Girls			1	0.050	1	0.050
Softball/Head	1	0.125	1	0.125	1	0.125
Softball Assistant	1	0.060	2	0.120	2	0.120
Swimming/Head			1	0.150	1	0.150
Swimming Assistant					2	0.150

DEFINED POSITIONS	NWHS	Total	CHS	Total	JHS	Total
Tennis/Head Boys	1	0.090	1	0.090	1	0.090
Tennis Assistant Boys					1	0.045
Tennis/Head Girls	1	0.090	1	0.090	1	0.090
Tennis Assistant Girls					1	0.045
Track/Head Boys	1	0.125	1	0.125	1	0.125
Track Assistant Boys	1	0.060	1	0.060	4	0.240
Track/Head Girls	1	0.125	1	0.125	1	0.125
Track Assistant Girls	1	0.060	1	0.060	2	0.120
Twitter/Social Media/Web Master	1	0.010	1	0.010	1	0.010
Vocal Music	1	0.085	1	0.085	1	0.085
Volleyball/Head	1	0.125	1	0.125	1	0.125
Volleyball Assistant	1	0.060	1	0.060	2	0.120
Wrestling/Head	1	0.125	1	0.125	1	0.125
Wrestling Assistant	1	0.060	2	0.120	2	0.120
Total Defined Positions		2.920		4.935		6.530
DIRECTED POSITIONS						
Technology Coordinator	1	0.040	1	0.040	1	0.040
Department Chair/Leader	7	0.280	8	0.320	11	0.510
Total Directed Positions		0.320		0.360		0.550
ELECTIVE POSITIONS						
	*subtracted .01 & .085 →	0.540	*subtracted .085 & .10 & .01 →	0.810	*subtracted .085 & .10 & .01 →	1.440
Total School Index		3.780		6.105		8.520
Grand Total HS ECA	18.405					
ELECTIVES						
Activity A**	0.1					
Activity B**	0.085					
Activity C**	0.08					
Activity D**	0.065					
Activity E**	0.06					
Activity F**	0.05					
Activity G**	0.045					
Activity H**	0.04					
Activity I**	0.035					
Activity J**	0.03					
Activity K**	0.02					
Activity L**	0.15					
Activity M**	0.01					

* The exact extra duty pay for each respective school year will be determined by multiplying the INDEX times the Bachelor's school employee base (Salary 1, Career Path I) from the respective school year salary schedule in effect on the first school employee day of that school year.

The above determined extra duty pay will remain in effect for the entire school year.

- ** Job descriptions, performance requirements, and assignment procedures will be developed by the respective building administrators and association building discussion committees or corporation discussion committee as necessary.

Stipends will be paid per individual(s). No stipend is to be divided or added to another stipend and shared equally.

Coursework Reimbursement Agreement

As a condition of receiving Project Lead the Way training or Coursework Coverage for Dual Credit classes, a teacher must agree to stay employed with Greater Clark County Schools during the training or coursework and for a period of at least three calendar years from the date of the training or coursework completion. Completion is defined as completion of the four trainings for Project Lead the Way or as acquisition of the requirements for Dual Credit teachers.

In the event that a teacher voluntarily leaves the district within the three-year period, the teacher will be obligated to repay the cost of training to the district on a prorated basis.

If the teacher voluntarily leaves the district prior to completion or within one calendar year from the date of the training completion, the entire reimbursement shall be repaid to the district. If the teacher voluntarily leaves the district within two calendar years from the date of the training completion, then two-thirds of the reimbursement shall be repaid to the district.

If the teacher voluntarily leaves the district within three calendar years from the date of the training completion, then one-third of the reimbursement shall be repaid to the district. No reimbursement is required if the teacher stays employed in the district in excess of three calendar years from the date of the training completion.

APPENDIX C HEALTH INSURANCE PREMIUM CHART

Insurance Carrier: Anthem
Effective: January 1, 2020

HEALTH INSURANCE - GREATER CLARK COUNTY
SCHOOL CORPORATION

<u>Benefits</u>	<u>PPO1000 Plan</u>	<u>HDHP Plan</u> (optional H.S.A.)
Deduct Single/ Family -Network	\$1000/\$2000	\$1500/\$3000
Deduct Single/Family - Out of Network	\$3000/\$6000	\$4500/\$9000
Co-Insurance - Network	80%	100%
Co-Insurance - Out of Network	60%	70%
Max Out of Pocket - Network*	\$2500/\$5000	\$0/\$0
Max Out of Pocket - Out of Network*	\$7500/\$15,000	\$15,000/\$30,000
Office Visit - Network	\$35 pcp/\$50 spec	deduct/co-ins.
Office Visit - Out of Network	deduct/co-ins.	deduct/co-ins.
Urgent Care Copay	\$100 copay	deduct/co-ins.
Prescription - Generic/Brand	\$10/\$30	deduct/co-ins.
Non-Formulary - Brand	\$50	deduct/co-ins.
RX4	25%	deduct/co-ins.
Mail Order (90 day supply)	\$25/\$75/\$125/25%	deduct/co-ins. NA
RX Max out of pocket	\$3,500 (all tiers)	NA
Preventive	100% in net	100% in net
Emergency Room	\$300 copay	deduct/co-ins.
Emergency Room Physician	deduct/co-ins.	deduct/co-ins.
DME, Home Hth, Skilled Nse	deduct/co-ins.	deduct/co-ins.
Mental Health		
Inpatient	deduct/co-ins.	deduct/co-ins.
Outpatient	\$25 pcp/\$40 spec	deduct/co-ins.

TOTAL COST per employee per month (by plan and coverage type)

Employee Only Coverage	\$620.00	\$566.00
Family Coverage	\$1899.00	\$1736.00

EMPLOYER PORTION of premium per employee per month (by plan and coverage type)

Employee Only Coverage	\$496.00	\$492.00
Family Coverage	\$1299.00	\$1294.00

EMPLOYEE PORTION of premium per employee per month (per pay) (by plan and coverage type)

Employee Only Coverage	\$124.00 (\$62.00)	\$74.00 (\$37.00)
Family Coverage	\$600.00 (\$300.00)	\$442.00 (\$221.00)

***Par** Max out of pocket cost includes copays and deductible amounts. Super **Par** MOOP of \$6,250/\$12,500 applies to both medical and RX. Please note that contracted amounts are different for negotiated agreements of Cafeteria and Miscellaneous Groups.

Spreadsheet is for informational purposes only. Any discrepancy in this & the case documents, the case documents will prevail.

Greater Clark County Schools will provide a stipend to each participant on the health insurance plan for the amount of the employee's portion of the 2020 health insurance premium increase through July 2020. The following stipends will be issued no later than the second pay period of March 2020:

PPO Employee -	\$123.00
PPO Family -	\$594.00
HDHP Employee -	\$ 74.00
HDHP Family -	\$438.00

**APPENDIX D
GREATER CLARK COUNTY SCHOOL
GRIEVANCE REPORT FORM**

Distribution of Form:

1. Superintendent
2. Principal (2)
3. Association
4. School Employee

SUBMIT TO PRINCIPAL

BUILDING ASSIGNMENT _____

NAME OF GRIEVANT _____

DATE FILED _____

LEVEL ONE

A. Date Grievance Filed _____

B. 1. Statement of Grievance _____

2. Relief Sought _____

Signature _____ Date _____

DISPOSITION BY PRINCIPAL

Signature _____ Date _____

POSITION OF GRIEVANT

Signature_____Date_____

LEVEL TWO

A. Date Received by the Superintendent of Schools_____

B. Disposition of the Superintendent of Schools_____

Signature_____Date_____

POSITION OF GRIEVANT

Signature_____Date_____

LEVEL THREE

A. Date Submitted to the Board of School Trustees_____
(as required for arbitration)

B. Accepted for Arbitration:

Signature_____Date_____
President, Board of School Trustees

Appendix E

Leadership Point Guidelines

Leadership Activity	Leadership Point(s)
<p>Category 1 – Service</p> <p>The teacher serves in an unpaid capacity on building and/or district committees or the teacher is involved in initiatives which promote parent/community involvement or the teacher represents the school at community events that have been preapproved by the Superintendent, Superintendent's designee, and/or the teacher's building principal.</p> <p>One (1) leadership point will be granted for fifteen 15 hours of service for unpaid committee or initiative involvement outside of the contractual period.</p> <p>The teacher supervises or assists in supervision of school-sponsored events using the following structure: Five (5) events or 15 hours of supervision/assistance = One (1) Leadership Point</p> <p>Note: This provision shall not include paid extra duty assignment</p> <p>The teacher is an unpaid club sponsor of a school club (including PTO) that has been preapproved by the Superintendent, Superintendent's designee, and/or the teacher's building principal.</p> <p>One (1) leadership point will be granted for 15 hours of service as an unpaid club sponsor outside of the contractual period.</p> <p>The teacher supervises student teacher(s) or serves in the capacity of a mentor to a new teacher that shall include establishment of minimum expectations</p>	<p>A teacher may obtain a maximum of one (1) leadership point per school year for meeting the Service requirements in Category 1.</p>

<p>and with the preapproval from the Superintendent, Superintendent's designee, and/or the teacher's building principal.</p> <p>One (1) leadership point will be granted for the supervision of a student teacher or service in the capacity as a mentor teacher.</p> <p>One (1) leadership point will be granted for the teacher that supervises two (2) practicum teachers. Supervision of a practicum or student teacher(s) will be approved by the Superintendent, Superintendent's designee, and/or the teacher's building principal.</p> <p>It is the responsibility of the teacher to track and document the number of hours.</p> <p>Hours of service will be verified by the Superintendent, Superintendent's designee, and/or the teacher's building principal.</p>	
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