

CONTRACT BETWEEN
THE BOARD OF SCHOOL TRUSTEES
OF THE
GREENCASTLE COMMUNITY SCHOOL CORPORATION
AND
THE GREENCASTLE CLASSROOM TEACHERS ASSOCIATION
2019-2020

THIS CONTRACT, ENTERED INTO THIS X DAY OF NOVEMBER BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF GREENCASTLE COMMUNITY SCHOOL CORPORATION, PUTNAM COUNTY, INDIANA, HEREINAFTER KNOWN AND DESIGNATED AS THE "SCHOOL BOARD," AND, THE GREENCASTLE CLASSROOM TEACHERS ASSOCIATION, REPRESENTING THE CERTIFICATED PERSONNEL OF GREENCASTLE COMMUNITY SCHOOL CORPORATION AS THE EXCLUSIVE REPRESENTATIVE THEREOF, OF PUTNAM COUNTY, INDIANA, HEREINAFTER KNOWN AND DESIGNATED AS THE "ASSOCIATION."

Definitions:

The terms "School Board" and "Association" shall include authorized officers, representatives and agents.

The term "School Corporation," when used in the Contract, shall refer to the Greencastle Community Schools of the County of Putnam of the State of Indiana.

The term "emergency," when used in this Contract, shall refer to a condition or situation which could not have been anticipated under normal circumstances.

When references are made to male teachers in this Contract, it shall also include female teachers.

ARTICLE I
RECOGNITION OF ASSOCIATION

Section 1. Recognition-Representation

The School Board hereby recognizes the Association as the sole and exclusive bargaining representative for all certified personnel employed by the Greencastle Community School Corporation. Unit representation shall exclude the Superintendent, Assistant Superintendent, Director of Special Services, Principals, Assistant Principals, the High School Athletic Director, the Middle School Athletic Director, the High School Guidance Director, and the Middle School Guidance Director. The term "teacher," when used hereinafter in this Agreement, shall refer to all certificated employees represented by the Association in the bargaining or negotiating unit as defined above.

ARTICLE II
COMPENSATION AND EXPENSE

Section 1. Salaries and Extra-Curricular and ISTRF

The salaries and stipends for teachers are in Appendix A and Appendix B attached hereto and made a part of this Contract. Each teacher shall receive proper placement on the compensation plan each year according to applicable law. In addition to the salary provided by the Appendices, the Board shall pay from the employers' funds to the Indiana State Teachers' Retirement Fund (ISTRF) the teacher's share of the Indiana State Teachers' Retirement Fund (ISTRF) contribution as established by the Board of Trustees of the Indiana State Teachers' Retirement Fund (ISTRF). Teachers shall not be entitled to the option of choosing to receive the contributed amount directly instead of having employer funds paid to the ISTRF in their behalf.

For the 2019-2020 contract year all salaries will be frozen and no movement on the schedule will occur.

Section 2. Pay Schedule: Twenty-Six Pay Option

The salary shall be paid in twenty-six (26) equal payments. In the event that a payday falls during a holiday or a vacation break, teachers shall receive that payment on the last day of school prior to that day. At the end of the school year, any teacher may request on the first pay of June, the remainder of his/her salary in one total payment; provided, however, if in the judgment of the Superintendent, public short-term borrowing is necessary to accommodate cash flow needs and the June draws, payments will be rescheduled to the first pay in July with notice to teachers by May 15th. Any teacher requesting this one total payment at the end of the school year must notify the Business Office of his/her desire to do so by May 1st of that year and cannot change that request after that date.

Section 3. Compensation and Evaluation

Eligibility:

In order to be eligible for an increase on the base salary, a teacher must meet both of the following eligibility criteria:

1. Evaluation: A teacher must have received an evaluation rating of Effective or Highly Effective on his or her previous year Greencastle evaluation. Except as provided in Indiana Code 20-28-9-1.5(d), teachers who receive an evaluation rating of Ineffective or Improvement Necessary on their previous year Greencastle evaluation are not eligible for any salary or stipend increase. Money allocated for salary increases for teachers who receive an evaluation rating of Ineffective or Improvement Necessary on their previous year Greencastle evaluation will be redistributed to teachers who are rated as Effective or Highly Effective on their previous year Greencastle evaluation and meet the requirement of teaching 120 student days or more. Indiana Code 20-28-9-1.5(d) states:

(d) Subsection (c) [which disqualifies teachers rated as ineffective or improvement necessary] does apply to a teacher in the first two (2) full school years that the teacher provides instruction to students in elementary or high school. If a teacher provides instruction to students in elementary school or high school in another state, any full school year, or its equivalent in the other state, that the teacher provides instruction counts toward the two (2) full school years under this subsection.

2. Experience: A teacher must have received compensation from the Greencastle Community School Corporation for at least one hundred twenty (120) days during the previous academic year and must continue to be employed by the Greencastle Community School Corporation on the first student day of the current school year.

Factors and Definitions:

1. Evaluation Rating- Except as provided in Indiana Code 20-28-9-1.5(d), a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.
2. Education- The teacher attains a Master's or Doctorate Degree in a content area as defined by the Indiana Department of Education.

Distribution and Movement:

1. Teacher in Bachelor's Column- A teacher in the Bachelor's column who satisfies the evaluation rating and experience factors but does not possess a content area Master's Degree as defined in C above will advance one row in the Bachelor's column, if sufficient money exists for all teachers to receive a base salary increase.
2. Teacher in Master's Column- A teacher in the Master's column who satisfies the evaluation rating and experience factors will advance a row in the Master's Degree column, if sufficient money exists for all teachers to receive a base salary increase.
3. Movement from Bachelor's Column to Master's Column- A teacher in the Bachelor's column who satisfies the evaluation rating and experience factors and who attains a content area Master's Degree as defined in Section C above will move in the same row from the Bachelor's column to the Master's column.
4. Movement from Master's Column to Doctorate Column- A teacher in the Master's column who satisfies the evaluation rating and experience factors and who attains a content area Doctorate Degree will move in the same row from the Master's column to the Doctorate column.

5. Teachers at the top of the Bachelor's and Master's Columns- As the money available for contract negotiation changes annually, the salary chart will continue to change accordingly, and teachers at the top step of the Bachelor's or Master's column who meet the eligibility requirements and the applicable base salary increase factors will receive a base salary increase and a new top step will be added, if necessary, to reflect this base salary increase.

Disqualification:

Except as provided by Indiana Code 20-28-9-1.5(d), a teacher who receives an evaluation rating of ineffective or improvement necessary shall not be eligible to receive a base salary increase and shall continue to receive his or her prior year salary.

Redistribution:

Any funds otherwise allocated for base salary increases for teachers who received evaluation ratings of ineffective or improvement necessary will be equally distributed as a stipend among teachers who receive an evaluation rating of effective or highly effective for the same evaluation period.

Time of Payment:

The Board will pay the base salary increases and redistribution stipends described herein not later than 60 days after all State data that is part of the Greencastle Community School Corporation evaluation rubric is received from the State of Indiana and evaluations for the preceding school year have been completed. Base salary increases will be applied retroactively to the start of the contract year.

Lack of Funding:

If sufficient funding is not available in any future year to fund complete movement on the salary grid of all teachers who would otherwise meet the requirements to move on the schedule, then the parties will negotiate an alternative compensation arrangement that is compliant with Indiana law and comports with the funding available (if any) at that time.

Section 4. Salaries for Teachers Hired After July 1, 2017

Salary placement will be made by selecting the correct cell in the salary chart that reflects education and documented past positions.

- The Superintendent has the authority to hire staff at a reduced rate if both parties are in agreement.
- The Superintendent has the authority to pay a new teacher a one-time additional stipend of up to \$5000, if necessary, based upon the needs of the district.

Section 5: Salary Range

The Salary Range is \$35,000 to \$66,700.

Section 6: Insurance

Medical Insurance:

Each teacher may choose to accept one of the following insurance options in accordance with the conditions that follow:

Two married teachers employed in the corporation, with eligible dependents, may choose to direct the corporation's contribution toward the cost of one (1) family medical plan or two (2) individual medical plans.

Two married teachers employed in the corporation, without dependents, may only select two (2) individual medical plans.

Option 1. Family Coverage

The Board shall contribute \$14,500 per year toward the premium for a family plan for a teacher choosing Option 1. The corporation contribution toward the premium for a family plan shall not exceed the full cost of the annual premium of the plan.

Option 2. Single Coverage

The Board shall contribute \$6100 per year toward the premium for a single plan for a teacher choosing Option 2.

Life Insurance:

The Board shall contribute all but one dollar (\$1.00) toward the cost of term life insurance in the amount of fifty thousand dollars (\$50,000.00) for each teacher. Teachers may purchase term life insurance to cover their spouse at the employee's own expense according to the underwriting and eligibility requirements of the carrier. This benefit shall cease upon severance of employment.

Pro-Rata Benefits:

Notwithstanding subsections A and B, corporation support of premium shall be pro-rated based upon the percentage of full-time equivalency (FTE) for teachers working less than full time for reasons other than the individual teacher's loss of FTE due to reduction in force or FMLA leave. These amounts will be prorated to reflect the number of months covered for single or family coverage, but in no case shall the Board's contribution be more than 12% greater than what the State of Indiana pays toward single/family coverage for its full-time staff.

Joint Insurance Committee:

The parties agree to continue the health insurance committee with following members – Superintendent or designee, the Association president or designee, an administrator from each building, a teacher from each building, two Board members, and two teachers jointly appointed by the Board and the Association.

Section 125:

An IRS Section 125 Flexible Benefit Plan for Generation I and II shall be available for teachers and administrators, classified employees and retirees as provided by statute.

Family Medical Leave Act (FMLA) Continuance of Benefits:

The school corporation's payments in support of insurance programs provided by this Article shall continue during the period of any leave governed by the FMLA.

Long-Term Disability Insurance-

The Board will pay all but \$1.00 toward the cost of long-term disability insurance for each teacher. This benefit shall cease upon severance of employment.

Section 7: Definition-Extra Duty-New Positions

Extra Duty shall mean position(s) created outside the regular salary schedule.

Section 8: ECA Salary-Procedure-Tentative Salary-Adjustment

If agreement has not been reached on the salary(ies) for a new ECA position(s) prior to commencement of the assignment, a tentative salary(ies) for the ECA position may be made in line with similar ECA positions to an individual with the understanding that the salary will not become finalized until the Board and the Association have reached an agreement. The Board shall pay the individual according to the tentative ECA offer until agreement is reached. After agreement, the salary adjustment shall be made in the next pay period. The negotiated salaries shall not be less than the tentative ECA salary fixed by the Board.

Section 9: Retirement

Buy-Out of Current Retirement:

- a. This Section applies only to teachers employed or on an approved leave in the 2003/2004 school year.
- b. The present value of each eligible teacher's buy-out of years of service and sick leave as of August 31, 2003 shall be calculated using the following:
 - i. Actual sick leave balance and years of service as of August 31, 2003, less 90 days.

- ii. Assume retirement at earlier of (a) age 55 plus age plus TRF service equal to 85, (b) age 60 plus completion of 15 years of TRF service, or (c) age 65 and completion of 10 years of TRF service, but in no event earlier than 59.
- iii. Use \$100 per day.
- iv. Use \$150 per year of service.
- v. Use discount rate of 5% for first 2 years, 6% for second 2 years, and 7% thereafter.
- c. The present value amount will be deposited into a 401(a) plan account for that teacher.
- d. That 401(a) account will vest at the earlier of (a) age 55 plus 30 years of TRF service, (b) age 60 plus 15 years of TRF service, or (c) age 65 plus 10 years of TRF service. That 401(a) account will also vest 100% if the teacher dies while actively employed by the School Corporation.

Conversion of Future Sick Leave and Year of Service:

- a. This Section applies to all teachers.
- b. This Section applies beginning in the 2003/2004 school year.
- c. Each year the School Corporation shall convert any unused accumulated sick leave days balance as of June 30 of that year over 90 days. The conversion shall be \$100 per day.
- d. Each year, the School Corporation shall add an additional year of service at \$150 per year.
- e. The converted amount will be deposited into a 401(a) plan account for each eligible teacher each year.
- f. That 401(a) account will vest at the completion of five years of service in the School Corporation.
- g. When a teacher retires, the remaining sick leave held (up to 104 days) will be bought back at one hundred dollars (\$100) per day. Severance pay will be added to the teacher's final contract in June, after retiring, up to the maximum amount allowed under IRS regulations. Any amount remaining above the IRS limit will be paid under past practice.
- h. Available sick days from previous corporations shall remain separate from GCSC days and will not accumulate for payment over 90 accumulated or for retirement benefit. See Article 3, Section 8.

VEBA:

- a. This Section applies only to teachers employed or on an approved leave of absence in the 2003/2004 school year who will be eligible for TRF unreduced retirement benefits on or before June 30, 2018.
- b. The School Corporation agrees to establish a VEBA (voluntary employees' beneficiary association) trust account.
- c. The School Corporation agrees to deposit into that VEBA trust account an amount determined by the present value of each eligible teacher's supplemental medical insurance premium as of June 30, 2003, using a 5% discount rate and the average retirement age of teachers of 59 and a maximum of \$6,800 as the value of the annual benefit.

- d. Once an eligible teacher retires after meeting all the following requirements, they will be entitled to utilize up to the single plan premium in medical expenses per calendar year until Medicare eligibility
 - i. Age 55.
 - ii. The earlier of (a) age 55 plus age plus TRF service equal to 85, (b) age 60 plus 15 years of TRF service, or age 65 plus 10 years of TRF service.
 - iii. If the retiring employee elects to keep their Greencastle Community Schools insurance plan, whether single or family coverage, the school corporation shall continue to pay the single plan premium for them, from the VEBA monies held in account with the third-party administrator.
 - iv. If the retiree wishes to cover their spouse, it shall be at the cost of the difference between the family plan premium and the single plan premium. As insurance premiums increase, so may the amount of coverage of the retiree's spouse. If the retiree wishes to use their portion of the VEBA funds in any other manner than to pay insurance premiums as described in section (iii) above, it shall be submitted in writing to the Corporation Treasurer by the effective date of the retirement. Any other uses of the VEBA funds must be according to the requirements of the law regarding the Greencastle Community Schools VEBA plan and be specific as to the use.
- e. These amounts will be paid from the VEBA for medical expense reimbursement or to reimburse the School Employer for such expenses.

Section 401(a) Retirement Plan:

- a. Beginning with the 2003/2004 school year, the Board will provide for a 401(a) contribution in an amount equal to one-half percent (.5%) of the teacher's salary on the Salary Schedule. The Board will pay one percent (1%) if the employee chooses to match the one-half percent (.5%) beginning January 1, 2007.
- b. This amount will be deposited into a 401(a) plan account for each eligible teacher each year.
- c. That 401(a) account will be 100% vested at all times.

Section 10: School Functions

The school corporation will provide two passes for the personal use of each teacher to school activities.

Section 11: Curriculum Meetings

The School Corporation will pay for substitutes required for teachers attending curricular meetings during the school hours. The School Corporation will provide a stipend of \$75 per 3-hour half-day and \$150 per six-hour day for out of school meetings or summer work. All requests for payment must be approved by the Assistant Superintendent. This section applies only when Title II funds are available.

Section 12: Parent/Teacher Conferences

Teachers will receive a \$100 stipend for out of school parent/teacher conferences when a minimum of 6 hours of conferences have been conducted or will receive a \$50 stipend for out of school parent/teacher conferences when a minimum of 3 hours of conferences have been conducted. The principal must verify the parent-teacher conference hours completed by the teacher before the teacher receives the parent-teacher conference stipend provided by this section. All parent/teacher conferences must be completed by Oct. 31st of the contract year to be eligible for the stipend.

ARTICLE III LEAVES OF ABSENCE

Section 1. Personal Business Leave

Four (4) days of leave will be allowed, with pay, each year for personal reasons. These are for personal reasons and will not be granted for the sole and exclusive purpose of extending a break or holiday. If a teacher has used all their personal business leave days, they may apply to the Superintendent to use sick leave days to take care of further personal business needs. Unused personal business leave days for a given contract year will be converted to sick leave days and added to the teacher's accumulated sick leave on July 1 after the close of the contract year and will be available for use in the following contract year. Personal business days may be granted in full or half-day periods. Personal Business Leave may not be used on in-service days unless cleared in advance through the principal/superintendent, and then only under special circumstances.

Section 2. Bereavement Leave

The School Board shall provide, without loss of salary, up to five (5) school days (not to exceed seven calendar days) of death leave for each occurrence of death in the immediate family. Immediate family shall mean husband, wife, father, mother, brother, sister, son, daughter, grandparent, grandchild, mother-in-law, father-in-law, and other dependent person. The School Board may extend the time upon request and for due cause. Days not used at the time of death may be taken during the succeeding 12 months to attend to the personal affairs of the deceased.

Section 3. Funeral Leave

The School Board will provide without loss of pay, up to two (2) school days for a teacher to attend the funeral of a son-in-law, daughter-in-law, or a close relative not listed above. The School Board may extend the time upon request and for due cause.

Section 4. Jury Duty Leave

A teacher called for jury duty or subpoenaed to appear before any Court of law shall receive full compensation provided the teacher is not subpoenaed to be an adverse witness to the School employer, as that term is defined by I.C. 20-29-2-14.

Section 5. Civic Leave

A teacher may be granted, upon request and subject to School Board approval, a leave with pay for up to three (3) days for civic duties at the state or local level.

Section 6. Hospitalization Leave

All professional personnel of the School Corporation shall be allowed up to five (5) school days leave per year with pay, not accumulative and not deducted from sick leave, in case of hospitalization for treatment of serious illness, major surgery, or serious accident requiring hospitalization involving a member of the immediate family. The term "immediate family" shall be construed to mean spouse, children, parents, brother, sister, grandparents, grandchildren, mother-in-law, father-in-law, or other family members living in the home of the employee.

Section 7. Professional Leave

The Board agrees that professional leave days with pay may be granted to teachers who apply for it for the following purposes:

- a. 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.
- b. Visitation to other school corporations or educational institutions for the purposes of observing instructional techniques or other instructionally oriented programs.

Section 8. Sick Leave

Teachers shall be given a written accounting of accumulated sick leave by October 15 of each year. Ten (10) days sick leave will be allowed for the first (1st) year of service in the School Corporation, and ten (10) days in each subsequent year effective with the 2001-02 school year. Unused days shall be accumulated to a maximum of 90 days. Days accumulated in excess of 90 days shall be treated in accordance with the procedures which follows:

On or about June 15 of each year a teacher's total accumulated sick days will be listed. Teachers who have a total accumulation of 90.5 days or more will receive \$100 for each full day, up to a maximum amount of fourteen days in any given year. This payment will be made on or about June 30th of that year. The amount ranging from \$50 to \$1,400 will be placed in that teacher's 403B with the corporation's designated carrier. Once this is paid, the days will be deducted from the teacher's year-end balance.

Remaining personal business days from the contract year are converted to sick days and added to the accumulated sick days for the following academic year. See Article 3: Section 1.

Sick days from previous corporations will be added to the available days for use according to IC 20-28-9-10. These days shall remain separate from GCSC days and will not accumulate for payment over 90 accumulated or for retirement benefit. Upon retirement, however, a teacher may donate remaining sick leave days from a previous corporation to the sick bank. This request must be made in writing to the Personnel Office prior to retirement.

Section 9. Personal Injury Leave

In the case of absence due to personal injury incurred in the course of the teacher's employment, where the teacher received compensation benefits under the Worker's Compensation Act and full salary from the School Corporation up to the limits provided by the Worker's Compensation Act, the first seven (7) days of this leave will not be charged to sick leave. Days beyond the first seven (7) will be charged to sick leave on a pro rata basis.

Section 10. Parental Leave

When a child is born to the spouse of a teacher in the corporation, he/she will be granted up to five (5) school days parental leave with pay.

Section 11. Family Illness Leave

The School Board shall provide, without loss of pay, up to four (4) school days not cumulative and not deducted from sick leave, for immediate family illness leave. The term "immediate family" shall be construed to mean spouse, children, son-in-law, daughter-in-law, or parents living in the home of the employee. If not living in the home of the teacher, the same leave shall be provided for a son-in-law, daughter-in-law, or parents except that the days shall be deducted from accumulated sick leave.

Section 12. Sick Leave Bank

- a. There is hereby created an emergency sick leave bank. The Sick Leave Bank shall be composed by teachers appointed by the Association President and one (1) administrator appointed by the Superintendent. Days may be credited to said bank by the employees through written notification to the Personnel Office.
- b. Membership in the Sick Leave Bank shall be open to all certified school personnel in the Greencastle Community School Corporation. Participation shall be on a voluntary basis.
- c. To become a member, all eligible school personnel shall contribute at least one (1) day to the Sick Leave Bank. Teachers not previously members of the Sick Leave Bank must apply on the forms provided by the School Corporation before October 1st. A sick leave contribution form shall be signed, sent to the Sick Leave Bank Committee, and filed in the Personnel office.
- d. Only members of the Sick Leave Bank may qualify for the use of days in it.

- e. A member may apply for the use of days in the Sick Leave Bank only after the following terms are met: (1) his/her own sick leave and personal leave days have been used up and (2) five consecutive school days have passed and consequent loss of five days pay has occurred.
- f. Any member applying to the Sick Leave Bank for use of days must submit the Sick Leave Bank Request form, and supply a doctor's statement attesting to the applicant's inability to return to work. The form should specify the number of days requested as well as start and end dates of the request, after five unpaid days have elapsed. In cases of serious illness, making it impossible for the requesting member to complete the request form, the next of kin may make the application.
- g. A member shall not use more than sixty (60) days from the Sick Leave Bank in any contractual year. In extreme cases, the committee reserves the right to review the request and extend the number of awarded days.
- h. A member shall not collect from the Sick Leave Bank while collecting under the Workman's Compensation provision in the Collective Bargaining Agreement, or while collecting Long Term Disability Insurance.
- i. Sick Leave Bank days shall not be used during summer employment in the Greencastle Communication School Corporation. Sick Leave Bank days shall only cover the contractual school year.
- j. Sick Leave Bank days shall not cover pregnancy except for extenuating circumstances which must be approved by the Sick Bank Committee.
- k. Members will have the option of contributing an additional day(s) during each school year.
- l. Teachers who have joined prior to the current year will not have to contribute days, unless the total Sick Leave Bank balance remaining from the previous year is fewer than twenty (20) days. In such a case, all members will donate another day to remain eligible for the Bank.
- m. The Sick Leave Bank Governing Board may grant, deny, or suspend grants of sick leave days from the Sick Leave Bank. Its judgement and/or decision shall be final. A majority of the members of the Sick Leave Governing Board are needed to initiate the process.
- n. Accumulated Sick Leave Bank days will be identified, listed, and kept within the Personnel Office, and a copy will be submitted to the Association President and Sick Leave Bank Chairperson.
- o. The Personnel Office will annually provide the Association President with the number of days remaining in the Sick Leave Bank, and the Association President will verify the number to ensure that both the Association's and the Personnel Office's records match.

ARTICLE IV
MISCELLANEOUS TERMS AND CONDITIONS

Section 1. Notices

Whenever any notice, not otherwise stated in this Agreement, is required to be given to either of the parties to this Contract by the other party, either shall do so by school email or Registered United States Mail to the following address:

If by the School Board to the Association:

Current Association President(s) work email or physical address

If by the Association to the School Board:

Superintendent of Schools - Board of Trustees
Greencastle Community School Corporation
1002 Mill Pond Lane
Greencastle, IN 46135 or work email

Section 2. Term

The term of this agreement shall be from 12:01 a.m. July 1, 2019 to and including June 30, 2020.

This Contract shall be binding upon the parties hereto and is executed in duplicate the year, month, and day above written, one copy for the "School Board" and one for the "Association."

Greencastle Community School Corporation
Board of Trustees

Greencastle Classroom Teachers Association

By _____
President

President

By _____
Secretary

Secretary

Attested by:

Attested by:

Superintendent of Schools

Chief Bargainer – Association

APPENDIX A – Athletics/ECA Pay Schedule

(The number of positions were not bargained, only the stipend for the specific coach or sponsor)

(Any mention of maximum sessions was not bargained but is only in the chart for reference)

(Years reference experience in all years of coaching at an equal level in or out of GCSC)

Athletics/ECA Pay Schedule			
Experience	0-4 Yrs	5-9 Yrs	10+ Yrs
<u>HIGH SCHOOL ATHLETICS</u>			
Basketball			
Boys Varsity Coach	\$6,575	\$6,960	\$7,340
Girls Varsity Coach	\$6,575	\$6,960	\$7,340
Boys Varsity Assistant Coach	\$3,575	\$3,770	\$3,830
Girls Varsity Assistant Coach	\$3,575	\$3,770	\$3,830
Boys Junior Varsity Coach	\$3,160	\$3,320	\$3,510
Girls Junior Varsity Coach	\$3,160	\$3,320	\$3,510
C-Team Coach	\$3,160	\$3,320	\$3,510
Football			
Varsity Coach	\$6,510	\$6,865	\$7,340
Varsity Assistant Coaches (4)	\$3,145	\$3,305	\$3,510
Track			
Boys Varsity Coach	\$3,290	\$3,480	\$3,830
Girls Varsity Coach	\$3,290	\$3,480	\$3,830
Boys Varsity Assistant Coach (2)	\$2,300	\$2,430	\$2,555
Girls Varsity Assistant Coach (2)	\$2,300	\$2,430	\$2,555
Baseball			
Varsity Coach	\$3,640	\$3,830	\$4,150
Assistant Varsity Coach	\$2,490	\$2,650	\$2,875
Junior Varsity Coach	\$1,630	\$1,725	\$1,915
Swimming			
Head Boys Coach	\$4,120	\$4,310	\$4,470
Head Girls Coach	\$4,120	\$4,310	\$4,470
Diving Coach	\$2,490	\$2,650	\$2,875

Tennis			
Boys Varsity Coach	\$3,100	\$3,255	\$3,510
Girls Varsity Coach	\$3,100	\$3,255	\$3,510
Golf			
Boys Varsity Coach	\$3,100	\$3,255	\$3,510
Girls Varsity Coach	\$3,100	\$3,255	\$3,510
Wrestling			
Varsity Coach	\$3,385	\$3,575	\$3,830
Assistant Varsity Coach	\$2,395	\$2,525	\$2,555
Cross Country			
Boys Varsity Coach	\$2,555	\$2,685	\$2,810
Girls Varsity Coach	\$2,555	\$2,685	\$2,810
-OR-			
Head Coach	\$3,066	\$3,222	\$3,372
Assistant Coach	\$2,044	\$2,148	\$2,248
Volleyball			
Varsity Coach	\$3,385	\$3,575	\$3,830
Junior Varsity Coach	\$1,915	\$2,015	\$2,235
Cheerleading			
Varsity Coach	\$2,300	\$2,395	\$2,555
Assistant Varsity Coach	\$1,055	\$1,120	\$1,280
Softball			
Varsity Coach	\$3,640	\$3,830	\$4,150
Assistant Varsity Coach	\$2,490	\$2,650	\$2,875
Junior Varsity Coach	\$1,630	\$1,725	\$1,915
Soccer			
Boys Varsity Coach	\$2,555	\$2,685	\$2,875
Girls Varsity Coach	\$2,555	\$2,685	\$2,875
Boys Varsity Assistant Coach	\$1,630	\$1,725	\$1,915
Girls Varsity Assistant Coach	\$1,630	\$1,725	\$1,915
Strength Training			
Head Coach	\$3,705	\$3,865	\$4,150

Champions Together			
Head Coach	\$500	\$550	\$600
<u>HIGH SCHOOL ECA</u>			
Music			
Band Director	\$4,405	\$4,660	\$4,790
Summer Band Director (40 sessions max)	\$35/session-*Annual Board Approval (PreSummer)		
Choral Director	\$3,865	\$4,085	\$4,470
Drama			
H.S. Drama Director	\$3,670	\$3,895	\$4,150
Stage Director (sets and year round management)	\$1,900	\$2,100	\$2,300
Music Director	\$800	\$850	\$900
Music Accompanist	\$400	\$450	\$500
Publications Sponsor	\$2,500	\$2,600	\$2,700
Prom Sponsor	\$420	\$420	\$420
HS Department Chair			
5 or more in department	\$415	\$450	\$475
3 or 4 in department	\$320	\$355	\$375
1 or 2 in department	\$225	\$260	\$300
Senior Class Sponsor	\$290	\$325	\$350
Junior Class Sponsor (concessions and prom)	\$2,780	\$2,940	\$3,195
Sophomore Class Sponsor	\$160	\$195	\$320
Freshman Class Sponsor	\$160	\$195	\$320
Student Council Sponsor	\$300	\$325	\$350
Assistant Student Council Sponsor	\$100	\$125	\$140
Honor Council Sponsor	\$1,025	\$1,100	\$1,280
Wednesday School Supervision	\$50/Session		
Athletic Supports – clock, score book, etc.	\$25/Game		
HS Club Sponsor (15) (10 or more sessions each)	\$300	\$325	\$350
Intramural Activities (60 sessions maximum)	\$35/session		
Academic Competition Coordinator	\$575	\$610	\$640
HS Academic Super Bowl Subject Sponsors			
English, Math, Science, Social Studies, Arts, Interdisciplinary (1 sponsor each)	\$630	\$660	\$675

<u>DISTRICT</u>			
Member of District Improvement Committee	\$500	\$500	\$500
Multiple Building Stipend	HS/MS \$150, All others \$250		
Athletic Event Coordinator (3)	\$1,500		
<u>MIDDLE SCHOOL ATHLETICS</u>			
Football			
Head Coach	\$1,980	\$2,070	\$2,160
Assistant Head Coach	\$1,484	\$1,553	\$1,620
Assistant Coach	\$743	\$776	\$810
Assistant Coach	\$743	\$776	\$810
Basketball			
Boys 8th Head Coach	\$2,840	\$3,000	\$3,195
Girls 8th Head Coach	\$2,840	\$3,000	\$3,195
Boys 7th Head Coach	\$2,840	\$3,000	\$3,195
Girls 7th Head Coach	\$2,840	\$3,000	\$3,195
Track			
Boys/Girls Head Coach 7th/8th	\$1585	\$1680	\$1785
Assistant Coach 7th/8th	\$1025	\$1100	\$1175
Assistant Coach 7th/8th	\$1025	\$1100	\$1175
Assistant Coach 7th/8th	\$1025	\$1100	\$1785
Volleyball			
Head Coach 7th	\$1,310	\$1,375	\$1,600
Head Coach 8th	\$1,310	\$1,375	\$1,600
Swimming			
Head Coach 7th/8th	\$1,025	\$1,085	\$1,280
Assistant Coach 7th/8th	\$770	\$800	\$960
Wrestling			
Head Coach 6th/7th/8th	\$865	\$930	\$960
Assistant Coach 6th/7th/8th	\$770	\$800	\$830
Golf			
Head Co-Ed Coach	\$865	\$930	\$960

Cross Country			
Boys Head Coach 7th/8th	\$925	\$975	\$1,025
Girls Head Coach 7th/8th	\$925	\$975	\$1,025
Dance Team Coach	\$670	\$700	\$750
Cheerleader Coach	\$670	\$700	\$750
<u>MIDDLE SCHOOL ECA</u>			
Band Director – evening concerts and/or practice	\$3,200	\$3,360	\$3,460
Choral Director – evening concerts and/or practice	\$3,200	\$3,360	\$3,460
Summer Band Director (40 max)	\$35/session-*Annual Board Approval		
Publications Sponsor	\$1,800	\$2,000	\$2,200
MS Drama Performance (1 per year)	\$350	\$400	\$450
MS Musical Director (1 per year)	\$350	\$400	\$450
Science Activities Coordinator	\$400	\$425	\$450
MS Department Chair			
5 or more in department	\$415	\$450	\$475
3 or 4 in department	\$320	\$355	\$375
1 or 2 in department	\$225	\$260	\$300
MS Student Council Sponsor	\$300	\$325	\$350
MS Honor Council Sponsor	\$1,025	\$1,100	\$1,200
MS Club Sponsors (8) (minimum 10 sessions each)	\$300	\$325	\$350
Intramural Activities			
M.S. -60 sessions total	\$35/session		
Middle School Academic Sponsors			
Math Counts, Spell Bowl, On-line Science, Math, Social Studies, English, Science, Interdisciplinary	\$35/session		
<u>ELEMENTARY ECA</u>			
Club Sponsors (Minimum 10 sessions each club)			
DM (3)	\$300	\$325	\$350
RP (3)	\$300	\$325	\$350
Student Council			
TZ	\$300	\$325	\$350
DM	\$300	\$325	\$350
RP	\$300	\$325	\$350

Honor Council			
TZ	\$1,025	\$1,100	\$1,280
DM	\$1,025	\$1,100	\$1,280
RP	\$1,025	\$1,100	\$1,280
Outdoor Experience (Bradford Woods)			
TZ	\$285	\$300	\$350
Intramural/Club Activities			
TZ-110 sessions*	\$35/session		
DM-20 sessions*	\$35/session		
RP-20 sessions*	\$35/session		
Elem. Academic Sponsor			
Spell Bowl (15 sess. max)*	\$35/session		
Math Bowl (15 sess. max)*	\$35/session		
Science Bowl (15 sess. max)*	\$35/session		
TZ Cross Country Activity	\$500	\$525	\$550
TZ Drama Performance Director (1 per year)	\$350	\$400	\$450
TZ Musical Director (1 per year)	\$350	\$400	\$450

Appendix B – Teacher’s Salary Schedule

	Level	B	M	D
A	\$35,000	\$36,181		\$37,402
B	\$35,788	\$36,995		\$38,244
C	\$36,593	\$37,828		\$39,104
D	\$37,416	\$38,679		\$39,984
E	\$38,258	\$39,549		\$40,884
F	\$39,119	\$40,439		\$41,804
G	\$39,999	\$41,349		\$42,744
H	\$40,899	\$42,279		\$43,706
I	\$41,819	\$43,230		\$44,689
J	\$42,760	\$44,203		\$45,695
K	\$43,722	\$45,198		\$46,723
L	\$44,706	\$46,215		\$47,774
M	\$45,712	\$47,255		\$48,849
N	\$46,740	\$48,318		\$49,948
O	\$47,792	\$49,405		\$51,072
P	\$48,867	\$50,516		\$52,221
Q	\$49,967	\$51,653		\$53,396
R	\$51,091	\$52,815		\$54,598
S	\$52,241	\$54,004		\$55,826
T	\$53,416	\$55,219		\$57,082
U	\$54,618	\$56,461		\$58,367
V	\$55,847	\$57,732		\$59,680
Q	\$57,103	\$59,031		\$61,023
X	\$58,388	\$60,359		\$62,396
Y	\$59,702	\$61,717		\$63,797
Z	\$61,045	\$63,102		\$65,232
AA	\$62,419	\$64,522		\$66,700

*Level and Column Changes contingent upon available funds (illegal to do deficit financing)

*Level changes contingent upon Effective or Highly Effective evaluation rating and completion of at least 120 days

*Lane changes contingent upon attainment of Master's or Doctorate degree, Effective or Highly Effective evaluation rating, and completion of at least 120 days