

TEACHERS CONTRACT AGREEMENT

2018-2019

BY AND BETWEEN

THE BOARD OF SCHOOL TRUSTEES

OF THE

NORTH WHITE SCHOOL CORPORATION

AND

THE NORTH WHITE CLASSROOM TEACHERS ASSOCIATION

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CONTRACT BETWEEN
THE BOARD OF SCHOOL TRUSTEES
OF THE
NORTH WHITE SCHOOL CORPORATION
AND THE
NORTH WHITE CLASSROOM TEACHERS ASSOCIATION

This contract entered into this 12th day of November, 2018 by and between the Board of School Trustees of the North White School Corporation, hereinafter called the "Board," and the North White Classroom Teachers Association, hereinafter called the "Association."

ARTICLE I

Recognition

Section 1. Recognition

The bargaining unit consists of all certified school employees as defined in IC 20-29 who are employed by the Board, except the:

1. Superintendent
2. Corporation Business Manager
3. Corporation Maintenance and Transportation Director
4. Principals
5. Assistant Principals
6. Administrative Assistants / Athletic Director
7. Substitute Teachers.

The North White Board of Trustees hereby recognizes the North White Classroom Teachers Association as the exclusive representative of all certified school employees in the North White School Corporation bargaining unit.

Section 2 - Definitions

- a. The term "teacher" when used in this Contract, shall refer to all certified school employees, employed by the Board, in the bargaining unit as defined in Article I, Section 1 of this Contract.
- b. The term "Board" when used in this Contract shall refer to the North White School Corporation Board of Trustees.
- c. The term "Association" shall refer to the North White Classroom Teachers Association, an affiliate of the Indiana State Teachers Association and the National Education Association.
- d. The term "Superintendent" shall refer to the North White School Corporation Superintendent.
- e. The terms "Board" and "Association" shall include all authorized officers, representatives, and/or agents.
- f. "Master Contract" shall refer to the collective bargaining contract that has been ratified by the Board and Association.
- g. "Per Diem" shall be defined as a teacher's annual salary divided by the number of teacher contracted days.
- h. "Hourly Wage" shall be defined as a teacher's per diem divided by seven (7).

ARTICLE II

Contract Provisions

The Board and the Association agree that this contract shall supersede any past agreements, which are inconsistent with this contract, and any individual contracts will be subject to this Agreement. If any provision of this contract is held to be contrary to law, then such provision or application of such provision 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.

ARTICLE III

Short Term Leaves

- Section 1. Sick leave shall be credited to each teacher on the first (1st) day of his employment as follows:
- A. Ten (10) days for teachers during their first year of employment.
 - B. Seven (7) days for teachers each year thereafter.
 - C. Five (5) days per year transferred in from a teacher's previous school corporation until the accumulated days are used up from the previous school corporation.
- Section 2. The total unused portion of the annual sick leave allowance shall be permitted to accumulate up to one hundred eighty (180) days.
- Section 2.1 If a teacher completes the contract year with more accumulated sick leave than the maximum (180 days) allowed by this Agreement, the teacher will be reimbursed at the rate of twenty-five dollars (\$25.00) per day for each day in excess of the 180 days. Such benefit will be deposited annually into the teacher's Active Employee VEBA, on or before July 1.
- Section 3. Sick leave days accumulated by a teacher prior to a leave of absence shall be credited to the teacher upon return.
- Section 4. Annual and accumulated sick leave days may be used for personal illness of the teacher or for medical appointments.
- Section 5. Each teacher shall be entitled to be absent from work on account of death in the immediate family for a period extending no more than five (5) school days beyond such death without loss of compensation. Immediate family is father, step-father, mother, step-mother, brother, sister, step brother or sister, child, step child, or spouse, and any other relative who at the time of his/her death is living as a member of the employee's household. In case of father or mother-in-law, grandparent or grandchild the employee is entitled to be absent three (3) days without loss of compensation. When the death is that of an aunt, uncle, first cousin, nephew or niece, the employee is entitled to be absent one day without loss of compensation, presumably the day of the funeral. Two days shall be granted if the funeral is more than two hundred (200) miles away (round trip). If more than one death in the immediate family should occur, up to seven (7) calendar days shall be granted.

Sick Leave Bank

Section 5-b. The purpose of the sick leave bank is to relieve its members from undue financial burdens due to absence from work on a long term basis due to illness, injury or incapacitation sufficiently severe that it would make their presence in school inadvisable.

A committee of five members shall administer the Sick Leave Bank. The president of the Association will appoint two members. The superintendent appoints two members. The president of the association and the superintendent will select one member jointly, who shall chair the committee and be a voting member. A majority vote of this committee is required to approve any requests for sick leave days from the sick leave bank.

1. Each committee member shall be appointed for one (1) year and may be reappointed to each succeeding year.
2. Vacancies on the committee shall be filled before the next meeting.
3. The committee shall meet during the school year as needed. Special meetings may be called by the chairperson or at the request of the committee members. All members will be required to be present for any official action of the committee.
4. The corporation secretary shall prepare an annual report of days contributed by each teacher, days used, and days accumulated in the bank. She/he will give copies of this report to the Chairman of the Sick Bank, the NWCTA President and the Superintendent.

Criteria for Use of the Bank

1. All of the teacher's current sick leave and personal leave must be exhausted, and all but 5 of the accumulated sick days must also be used.
2. Days granted by the Sick Bank will begin the day following the day that the provisions in paragraph one (1) above have been met.
3. The applicant must be a current participant in the bank or a life member, having donated at least ten days in previous years.
4. Teachers on leave due to pregnancy shall be eligible to use sick leave bank days for the period of temporary disability caused by pregnancy. However, the teacher is not entitled to take sick leave bank days when the teacher's physician certifies that the teacher is capable of performing the teacher's regular teaching duties.
5. The applicant shall submit a request for use of the Sick Leave bank in writing, specifying the number of days requested. The doctor shall also submit in writing the nature of the illness or injury and a specific amount of time off work needed.

6. The applicant may reapply in the same manner as above if additional days are needed. The committee will not grant open-ended days of sick leave.

Eligibility for Use of the Bank

1. Any member of the bargaining unit is eligible to participate in the bank.
2. A minimum of one day per year must be donated to participate in the bank.
3. Any teacher who contributes or has contributed ten or more days to the sick bank will be a lifemember.
4. Donation forms will be distributed at the beginning of the school year by the NWCTA.
5. Participants in the Sick Bank are to return this donation form by the due date stated on the form. No late donations will be accepted, and no exceptions will be made.

Composition of the Bank

1. The number of days contributed will continue to accumulate.
2. Days contributed are considered permanent and will not transfer to another school corporation.
3. Any participating member, who finds it necessary to use Sick Bank days and does not return to active employment with the North White School Corporation upon recovery, shall repay the North White School Corporation in cash for Sick Bank days used. This amount shall be equal to the amount paid to the substitute who replaced said member, but never more than the teacher would have earned. The teacher will pay the corporation the agreed upon amount over a five year period. Any balance is due at the end of the fifth year. If the member is terminated, this requirement is waived.
4. No member may be granted more than 180 days in any three-year period. The committee may request additional days be donated from members by a majority vote.

Miscellaneous Provisions

1. The granting of days is subject to the number of days in the Sick Bank, but never less than one's individual contribution.
2. Any cost beyond administrative cost will be borne by the NWCTA (These costs are limited to physician costs only).
3. If a member is too ill or injured to request Sick Bank days personally, a family member or personal representative may do so on the member's behalf.

4. The number of days contributed by a member will not be a determining factor in granting use of the Sick Bank.

In cases of emergency by mutual consent of the Board and the Association, any provisions of this section may be waived. The committee shall determine the nature of the emergency.

Section 6. A teacher shall be granted two (2) non-accumulating leave days per year to be used in case of illness, major surgery, or serious accident involving a member of the teacher's immediate family. A teacher shall also be permitted to use three (3) days of their sick leave in addition to the non-accumulating leave days.

Section 7. Teachers shall be granted three (3) days of personal leave with pay per school year. Unused personal leave shall accumulate up to a total of five (5) days. Any days above five (5) shall accumulate with the sick leave. No more than eight (8) teachers shall be permitted to use a personal leave day on either the day before or the day after a school vacation period. Effective on the first teacher day of the 2017-2018 school year, teachers shall not be permitted to use a personal leave day on either the day before or the day after a school vacation.

Section 8. The Board agrees that professional leave days with pay may be granted for the following reasons:

- A. Attending and/or participation in professional meetings relating to education 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 purpose of observing instructionally oriented programs.
- C. The Board may also agree to pay expenses incurred by the aforementioned professional leaves.

Section 9. Parental Leave. A teacher whose spouse (or partner) gives birth to a child or who adopts a child shall be entitled to up to two (2) days of his or her accumulated sick leave provided said leave is taken within two (2) weeks of the date of the birth (or adoption) of the teacher's child.

Section 10. Any teacher requested to serve on a jury or subpoenaed to appear in court shall be given such time off as necessary to perform aforementioned duties.

Section 11. Association Leave Days. The Association shall be granted a total of three (3) days annually without loss of compensation or benefits for use of the Association president and/or the president's designee(s) to perform the work of the Association, including attending the Indiana General Assembly to lobby on matters of educational concern.

ARTICLE IV

Extended Leave of Absence

Section 1. Anticipated disability: Where disability can reasonably be anticipated, as in the case of scheduled operation, childbirth, etc., the following rules apply:

- A. Period of leave: Teachers shall be entitled to such leave for a period not to exceed one (1) year. Whenever possible, the leave shall commence at the beginning of a grading period and return from the leave shall not fall in the last half of a grading period. This is to ensure the continuity of the educational program. However, a teacher may return from leave during the last half of a grading period as long as his or her return occurs on or after the expiration of the original approved leave period and provided his or her return is approved by the Superintendent.
- B. Use of the leave: The teacher shall be entitled to use any accumulated sick leave days so long as the disability exists. Any sick leave days accumulated prior to the leave and not used during the leave shall be credited to the teacher upon return.
- C. Notification: The teacher requesting the leave shall notify the Office of the Superintendent as soon as reasonably possible, or in the event of pregnancy, at least thirty (30) days prior to the start of the grading period in which the leave will occur. If possible, the anticipated date of return to teaching duties shall be indicated when applying for the leave. In any case, notice of the desire to return shall be given in writing to the Office of the Superintendent either upon application for the leave, or thirty (30) days prior to the date of the anticipate return. However, in the case of leaves which extend beyond May 1st teachers shall make their intentions known to the Superintendent by April 25th.

Section 2. Child care: Upon request a teacher shall receive a child care leave without pay for a period not to exceed one (1) year under the same conditions as an anticipated disability leave (Sec. 1). However, the notification requirements in the case of adoption may be waived by the Superintendent, and there shall be no right to take sick leave during such period.

Section 3. Accidental disability: A teacher who is absent from work because of a non-fatal injury received on the job will receive regular pay during the first five (5) days. The Board shall pay to such teacher the difference between his/her salary and the benefits received under the Indiana Worker's Compensation Act after the first five (5) days for the duration of such absence. To be eligible for this compensation, the principal or his/her office must be notified at the time of the accidental injury.

Section 4. Other extended leaves: The Board may grant to teachers a leave of absence for up to one (1) year for any other reason that they deem beneficial to both the teacher and the corporation. The teacher shall be placed at his/her regular position on the

salary schedule, and receive all rights that generally accrue to any teacher upon return from such leave.

Section 5. Effect of leave:

If the leave is for a period of sixty (60) calendar days or less, the teacher shall be entitled to return to the job previously held. Upon return from any longer leave, the teacher shall be assigned to the same position if available or to an equivalent position if not.

Section 6. During the term of the leave the teacher shall be entitled to all benefits normally associated with regular employment in the corporation. These benefits shall include, but are not limited to, health and life insurance benefits. If the leave is in excess of eighty-eight (88) school days (student days), the teacher shall be responsible for payment of the full cost of all insurance premiums during the leave, unless otherwise provided by law.

ARTICLE V

Insurance Benefits

Section 1. The Board agrees to pay the premium for a \$50,000 life insurance policy for all certified staff members less four (4) dollars to be paid by the participating staff member.

Section 2. Each teacher, may participate in the medical insurance program. The Board agrees to pay ninety percent (90%) toward the single members' portion of M.A.S.E. Insurance Trust. In the event the M.A.S.E. Insurance Trust offers an HDHP Plan and the premium is less than the Board's contribution toward the single premium, the Board will deposit any difference between the premium and the Board's single contribution into the HSA account. The Board agrees to pay the cost of a single PPO plan plus \$1250 towards the family portion of the MASE Insurance Trust for the plan year. In the event the M.A.S.E. Insurance Trust offers an HDHP Plan and the premium is less than the Board's contribution toward the family premium, the Board will deposit any difference between the premium and the Board's family contribution into the HSA account.

Section 3. The School Corporation will provide payroll deductions for any credit union, savings bond, insurance or annuity program, etc., sponsored by the local Association or its state affiliate, so long as (10) people in the bargaining unit sign statements requesting such deduction.

Section 4. Teachers not covered by the corporation provided health plan shall receive a benefit of \$1500.00. Such benefit shall be deposited into the teachers Retirement Employee VEBA. Deposits shall be made annually no later than July 1st.

Section 5. The Board agrees to pay the single premium, less \$1.00 toward a single vision insurance plan for each employee. The Board agrees to pay the single premium, toward a family vision insurance plan for each employee.

Section 6.

- A. Coverage will be effective the first of the month following the eligibility date (first contractual day or other qualifying event) as long as the application for enrollment is submitted no more than thirty-one (31) days following the eligibility date.
- B. When a teacher separates employment prior to the completion of the school year, coverage will be terminated on the last day of the month following separation of employment.
- C. The employer shall pay its contribution to insurance benefits on behalf a teacher who separated employment upon or after the completion of the school year through August 31.

ARTICLE VI

Compensation and Expenses

Section 1. The Compensation Plan as agreed to appears in Appendix A. If a teacher has exhausted all sick days and takes unpaid leave for the remaining days of his/her sickness, that pay shall be deducted in even installments from all of the following checks.

Section 2. The extra-curricular salary schedule as agreed to appear in Appendix B.

Section 3. For any jobs to be performed outside of the regular school day which carry some form of compensation, the administration agrees to circulate a list to discover teacher interest and make the list available to the administrator concerned and to the Association president no later than the last day of school. Any duties not carrying compensation shall be offered on a strictly voluntary basis to teachers within the school building.

Section 4. Upon prior approval by the Board, a teacher shall receive the I.R.S. rate of reimbursement per mile for authorized travel. Any teacher serving on an administration appointed committee (report card, teacher evaluation, etc.) shall receive said compensation for all travel associated with serving on said committee.

Section 5. A teacher who performs the ancillary duty of covering a class period for another teacher shall receive the sum of seventy-five dollars (\$75.00) for every seven (7) class periods so covered by the teacher. The teacher shall be responsible for documenting each class period covered and providing such documentation to the principal at the end of each semester. A teacher shall receive a prorated payment calculated by dividing seventy-five dollars (\$75.00) by seven (7) if s/he has accumulated less than seven (7) periods by the end of a semester.

Section 6. Retirement:

A. RETIREMENT BENEFITS

1. Elimination of Prior Agreement's Retirement Bridge and Severance Benefit

The Board and Association specifically reserved the authority to revise or terminate the retirement benefits contained in earlier agreements. Exercising this authority, the Board and Association confirm that Article VIII, Section 6, Option A, entitled "Regular Retirement" and Option B, entitled "Early Retirement", in the Prior Agreement are terminated and shall not apply to any teacher retiring or severing employment with the School Corporation on or after September 1, 2003.

Those teachers who retired or severed employment before September 1, 2003 shall only be entitled to the retirement benefits contained in the Prior Agreement as of the time of his or her retirement, but as may be otherwise revised from time to time.

2. Entitlement to Retirement Benefits, Vesting Requirements

Upon retirement from the North White School Corporation, a teacher shall be fully vested in the retirement benefits described in this Article if the retiring teacher has satisfied the following requirements:

- a. A teacher must be at least 55 years of age and must have served at least 10 years with the North White School Corporation to use this option.
- b. On or before June 30 of the year prior to retirement, notification in writing must be given to the Superintendent of the individual's intention to retire. The Superintendent may waive this notification rule if the situation merits.

3. Actuarial Determination of Value of Current Retirement Bridge and Severance Benefits

The ISTA Financial Services Corporation has been selected to determine the present value of the unfunded Severance Benefits and Retirement Bridge benefits described in the Prior Agreement. In making this present value determination, FSC shall use the following assumptions:

- a. Interest Rate. The assumed interest rate for purposes of determining the present value of the retirement severance benefits contained in the Prior Agreement is four percent (4%) for the 2003-04, 2004-05, and 2005-06 school years and seven percent (7%) per year thereafter.
- b. Retirement Age. It is assumed that an employee terminates employment at the end of the school year in which the employee attains age fifty-eight (58) or at the end of the current year, if the individual is already fifty-eight (58) or older.
- c. Retirement Pay. The anticipated amount of the retirement severance benefits contained in the Prior Agreement shall be determined using the amount of annual benefit described in Article VIII, Section 6, and Option B of the Prior Agreement. However, it is assumed that individuals do not retire until the later of: (i) the attainment of age fifty-eight (58) or (ii) satisfaction of the eligibility requirements of Section 6(A) (2) of this new Article.
- d. FICA. The present value of the future retirement severance benefits contained in the Prior Agreement will be reduced by the Social Security

and Medicare truces (FICA) that would have been payable if the Retirement severance benefits contained in the Prior Agreement had been paid directly to the employee.

- e. **Exclusion of Employees.** Employees hired after September 1, 2003, shall not be entitled to any payment for the eliminated retirement severance benefits contained in the Prior Agreement. In other words, no contribution shall be made for individuals hired or rehired on or after September 1, 2003.
- f. **Rehired Employees.** Amounts forfeited upon termination of employment because of the failure to meet the applicable vesting requirements shall not be reinstated or re-credited if an individual is subsequently rehired or re-employed by the School Corporation after September 1, 2003. However, if the Board shall have approved a leave of absence of not more than one (1) fiscal year for an employee, such period of leave shall not result in forfeiture provided the employee shall promptly return to employment following the expiration of the period of leave.
- g. **Calculation Date.** The present value of the retirement severance benefits contained in the Prior Agreement shall be calculated as of June 30, 2001.
- h. **Verification of Information.** To confirm the accuracy of the underlying information to be used in the present value calculations, each teacher shall be provided with his or her basic data that will be used in the calculations, including, but not limited to, the following information as of June 30, 2001: base salary, age, years of service, and accumulated sick leave. FSC shall assist in the preparation of this verification sheet for each teacher; however, the Association will have the responsibility to forward the verification sheets to the respective teachers. Any corrections must be returned to the Board on or before _____ as final calculations will be prepared and the contributions hereinafter described will be commenced after such date. (Corrections not returned to the Board by a teacher or the Association until after _____ shall be disregarded.)

Using the above assumptions and the other assumptions contained on the attached Buy Out Spread Sheet, FSC shall prepare the present value calculations for each teacher and the contributions described hereinafter will be made. (In the joint determination of the Board and the Association, the calculated contribution totals for each teacher may be incorporated as part of this amendment or maintained as a separate document.)

- 4. **401 (a) Plan.** The School Corporation shall establish a qualified retirement plan as described in section 401(a) of the Code (the "401(a) Plan") for teachers employed by the North White School Corporation prior to September 1, 2003. The total

sum of the amount calculated by FSC as the present value for the retirement severance benefits contained in the Prior Agreement shall then be contributed by the School Corporation to the 401(a) Plan. The investment vendor for the 401(a) Plan shall be Security Benefits unless a change of vendor is agreed upon by the parties. The 401(a) Plan's terms and conditions for the administration of the plan shall be as follows:

- a. **Separate Accounts.** The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the selected investment vendor for the 401(a) Plan.
- b. **Vesting.** Until such time that an employee has retired and satisfied the eligibility requirements set forth in Section A-2 of this Section, the employee shall have no access to the assets held in his or her separate 401(a) Plan account.
- c. **Forfeiture.** If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in Section A-2 above for any reason, the terminated employee's 401(a) Plan account shall be forfeited. The forfeited amounts shall be returned to the School Corporation.
- d. **Distributions.** Following retirement and the satisfaction of the requirements set forth in Section A-2 above, a retired employee may elect to commence distributions from his 401 (a) Plan account.
- e. **Costs.** The School Corporation shall not be paid any compensation for its services performed on behalf of the 401(a) Plan. All costs incurred in the administration of the 401(a) Plan and investment fees shall be paid from the 401(a) Plan assets.
- f. **Additional Plans.** The School Corporation may establish other qualified plans as described in section 401(a) of the Code, subject to such terms and conditions as the School Corporation shall determine, in its sole discretion, to be appropriate. Such additional plans may be maintained separate from the 401(a) Plan or for administrative convenience maintained as part of the 401(a) Plan.

Section 7. Section 401(a) and Section 403(b) PLAN

1. **North White School Corporation 403(b) Plan Document.** The Section 403(b) Plan shall include provisions for pre-tax salary reduction contributions by the employee which will be matched by the Board in the Section 401(a) Plan on a dollar for

dollar basis up to one and one half percent (1 ½%) of the employee's base Salary thereafter.

2. The Board shall deposit employer contributions for each employee into the Section 401(a) Plan administered by Met Life and maintained by the Board.
3. Eligible certified employees will have the option of continuing to invest their dollars in true-deferred annuities for which money is already being deducted from the employee's salary or the true-deferred annuity offered by a selected vendor. Such contributions shall be counted by the Board for purposes of the certified employee's required matching contribution.
- 4-. Any contributions made by the Board to the Section 401(a) Plan on behalf of certified employees shall be subject to a vesting schedule. Employees with at least five (5) continuous completed years of service with the North White School Corporation as of September 1, 2003, shall be one hundred percent (100%) vested in any contributions made by the Board into a Section 401(a) account on the employee's behalf. Any employee with less than five (5) continuous completed years of service as of September 1, 2003, will not have a vested interest in the contributions made by the Board into the Section 401(a) account on the employee's behalf until the employee has five (5) continuous completed years of service with the employer. For purposes of this section, "continuous completed years of service" refers to and is calculated by the number of consecutive regular or temporary teacher's contracts (no more than one contract per school year) executed by the employee. Authorized leaves of absences shall not be considered to be a break in continuous employment. However, a teacher on an authorized leave of absence for one school year or more will not receive "completed years of service" credit for vesting purposes under this section for the time the teacher is on the approved leave of absence. A teacher hired after September 1, 2003, who is not fully vested in this program and who voluntarily resigns or is terminated prior to becoming fully vested shall not retain any prior partial vesting rights if ever rehired by the Board.

Section 8. Wage Payment Agreement

- a. All teachers will be paid on a twenty-six (26) pay schedule for a school year.
- b. Paychecks will be issued alternating Fridays beginning two weeks after the previous school year's final payment. If the pay schedule will result in more than 26 pays in a calendar year, a new pay schedule shall be negotiated.

Section 9. Extended Contract. A teacher who is assigned an extended contract shall be paid at his/her per diem for each additional day.

Section 10. Athletic Passes. Each teacher plus guest will be given admittance to athletic events at no cost.

ARTICLE VII

Term of Agreement

The term of this Agreement shall begin on July 1, 2018 and shall continue in full force and effect until June 30, 2019, or until such later date as the two parties may hereinafter agree is to be extended ending date. Any such extended date shall be evidenced by an amendment to this agreement, to which both parties shall signify their approval by affixing their signatures thereto.

This agreement is entered into this 12th day of November, 2018 by:

Board of School Trustees
North White School Corporation

North White Classroom
Teachers Association



Superintendent



Association President



President, Board of School Trustees



Association Vice-President

Attest:



Secretary

**APPENDIX A
NORTH WHITE SCHOOL CORPORATION
2018-2019 COMPENSATION MODEL**

Level	BS	MS	Level
A	\$34,000	\$35,500	A
B	\$35,000	\$36,500	B
C	\$36,000	\$37,500	C
D	\$37,000	\$38,500	D
E	\$38,000	\$39,500	E
F	\$39,000	\$40,500	F
G	\$40,000	\$41,500	G
H	\$41,000	\$42,500	H
I	\$42,000	\$43,500	I
J	\$43,000	\$44,500	J
K	\$44,000	\$45,500	K
L	\$45,000	\$46,500	L
M	\$46,000	\$47,500	M
N	\$47,000	\$48,500	N
O	\$48,000	\$49,500	O
P	\$49,000	\$50,500	P
Q	\$50,000	\$51,500	Q
R	\$51,000	\$52,500	R
S	\$52,000	\$53,500	S
T	\$53,000	\$54,500	T
U	\$54,000	\$55,500	U
V	\$55,000	\$56,500	V
W	\$56,000	\$57,500	W
X	\$57,000	\$58,500	X
		\$59,500	Y
		\$60,500	Z
		\$61,500	AA
		\$62,500	BB
		\$63,500	CC
		\$64,500	DD
		\$65,500	EE
		\$66,500	FF

A. Salary Schedule

1. The salary grid above will be included in the contract for the current school year.

B. Initial Placement

1. Teachers newly hired for the 2017-2018 school year will be placed on the current salary grid at a salary commensurate with current employees with similar education and experience. The Superintendent shall have the authority to place a new teacher up to two (2) levels above or two (2) levels below the salary level commensurate with the new hire's education and experience.
2. New hires will receive a year of experience for placement purposes on the salary grid for any school year the teacher worked 120 days or more in an accredited pre-K or K-12 public or accredited private school. The teacher shall provide written verification of those years of experience to the Superintendent on or before the teacher's first contracted day.

C. General Eligibility

1. To be eligible to receive a base salary increase, a teacher must meet the eligibility requirements for both of the factors in Section D below.
2. Except as provided in C-3 below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.
3. A teacher who is in the first two full school years of instructing students who receives an evaluation rating of improvement necessary is eligible for a salary increase per IC 20-28-9-1.5(d).
4. A teacher must have been employed by the North White School Corporation one hundred twenty (120) contractual days the previous school year to be eligible for a raise.

D. Factors and Definitions

1. Evaluation rating – The teacher received a highly effective or effective evaluation for the prior year, except that a teacher who is in the first two full school years of instructing students who receives an evaluation rating of improvement necessary is eligible for a base salary increase.
2. Education - To be eligible to move from the BS Degree column to the MS Degree column, a teacher must attain or possess a Master's degree in a content area as defined by the Indiana Department of Education or an area approved by the Superintendent.

E. Weights to be Assigned to Factors

1. Evaluation Rating – \$1000
2. Education - \$500

F. Distribution and Movement

1. Teachers with a Bachelor's Degree- A teacher who possesses a Bachelor's Degree who satisfies the requirements for the evaluation factor will be eligible to advance one level on the Salary Grid.
2. Teachers with a Content Area Master's Degree- A teacher who possesses a content area Master's Degree, as defined by the Indiana Department of Education, who satisfies the requirements for both the evaluation factor will advance one Level on the Salary Schedule.
3. Movement from Bachelor's Column to Master's Column -A teacher in the Bachelor's column who satisfies the evaluation rating factor and who possesses a content area Master's Degree as defined in Section D above will move in the same row from the Bachelor's Column to the Master's column. To be eligible for the Master's Column move, the teacher must submit documentation verifying the Master's Degree to the Superintendent's Office on or before September 1.
4. Teachers at Bachelor's and Master's Salary Caps - A teacher who satisfies the requirements for both the evaluation factor and has reached the cap for either the Bachelor's Degree or the Master's Degree will not receive an increase to their base salary, but will receive a stipend in an amount equal to the base salary increase for the evaluation factor received by other teachers.
5. Movement Based on Academic Need - In order to remedy a specific salary compression issue, and in order to meet the academic needs of the school corporation to provide equity in teacher compensation, the affected teachers shall be advanced two levels on the salary grid, provided they meet the other required factors in the compensation model.

G. Redistribution

Any funds otherwise allocated 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.

H. 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 North White 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 2018-2019 school year.

1. Lack of Funding - If sufficient funding is not available in any future year to fund complete movement on the salary schedule 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.

- J. The Superintendent, after consulting with the association president has the authority to place rehired retired teachers according to the following salary range: \$34,000 - \$40,000.

K. Salary Range

The salary range is \$34,000 to \$65,500.

- L. The Superintendent after consulting with the association president. 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, provided the new hire agrees to a two-year commitment with the school corporation. The stipend will be paid in two installments: one at the end of the first year of employment and the other at the end of the second year of employment. In the event that the new hire does not fulfill the two-year commitment, s/he must reimburse the corporation for any amount(s) received from the School Corporation.

M. 2018-2019 Loyalty Stipend

Loyalty Bonus. For 2018-2019 only, each teacher shall receive a stipend equal to two hundred ten (\$210) times his/her number of years of employment at North White School Corporation up to one thousand seven hundred fifty (\$1750). A year shall be counted if the teacher was employed by North White School Corporation for one hundred (120) days. This language shall expire and shall be removed from the collective bargaining agreement on June 30, 2019.

**APPENDIX B
NORTH WHITE SCHOOL CORPORATION**

ECA POSITION	SUB CATEGORY	STIPEND
Academic Coach	Coordinator HS	\$309.00
Academic Coach	Coordinator JH	\$309.00
Academic Coach	HS-English	\$617.00
Academic Coach	HS-Fine Arts	\$617.00
Academic Coach	HS-Math	\$617.00
Academic Coach	HS-Science	\$617.00
Academic Coach	HS-Social Studies	\$617.00
Academic Coach	HS-Speech & Debate	\$1,234.00
Academic Coach	HS-Midwest Math Conf. (Algebra 1)	\$154.00
Academic Coach	HS-Midwest Math Conf. (Algebra 2)	\$154.00
Academic Coach	HS-Midwest Math Conf. (Calculus)	\$154.00
Academic Coach	HS-Midwest Math Conf. (Geometry)	\$154.00
Academic Coach	HS-Midwest Math Conf. (Pre- Calculus)	\$154.00
Academic Coach	MS-English	\$463.00
Academic Coach	MS -Math	\$463.00
Academic Coach	MS -Science	\$463.00
Academic Coach	MS -Social Studies	\$463.00
Academic Quiz Bowl		\$1,234.00
Academic Quiz Bowl Asst.		\$463.00
Academic Coach	HS Spell Bowl	\$309.00
Academic Coach	MS Spell Bowl	\$309.00
Academics	AP/Dual Credit Teacher	\$500.00 each
AP-Summer Stipend		\$900.00
Auditorium Director		\$1,851.00
Baseball	Varsity	\$3,703.00
Baseball	Varsity Asst.	\$1,543.00
Baseball	JV	\$1,851.00
Basketball-Boys	Varsity	\$6,789.00
Basketball-Boys	Varsity Asst.	\$3,086.00
Basketball-Boys	JV	\$3,394.00
Basketball-Boys	8th Grade	\$2,160.00
Basketball-Boys	8th Grade Asst.	\$1,234.00
Basketball-Boys	7th Grade	\$2,160.00
Basketball-Boys	7th Grade Asst.	\$1,234.00
Basketball-Boys	6th Grade	\$1,234.00
Basketball-Boys	6th Grade Asst.	\$1,234.00
Basketball-Girls	Varsity	\$6,789.00
Basketball-Girls	Varsity Asst.	\$3,086.00
Basketball-Girls	JV	\$3,394.00

Basketball-Girls	8th Grade	\$2,160.00
Basketball-Girls	8th Grade Asst.	\$1,234.00
Basketball-Girls	7th Grade	\$2,160.00
Basketball-Girls	7th Grade Asst.	\$1,234.00
Basketball-Girls	6th Grade	\$1,234.00
Basketball-Girls	6th Grade Asst.	\$1,234.00
Cheerleading	Varsity	\$2,314.00
Cheerleading	MS	\$1,000.00
Class Sponsor	12th	\$617.00
Class Sponsor	12th	\$617.00
Class Sponsor	11th	\$617.00
Class Sponsor	11th	\$617.00
Class Sponsor	10th	\$154.00
Class Sponsor	10th	\$154.00
Class Sponsor	9th	\$154.00
Class Sponsor	9th	\$154.00
Class Sponsor	8th	\$154.00
Class Sponsor	8th	\$154.00
Class Sponsor	7th	\$154.00
Class Sponsor	7th	\$154.00
Club Sponsor- MS-HS	Battle of the Books	\$309.00
Club Sponsor- MS-HS	Robotics	\$309.00
Club Sponsor- MS-HS	Spanish Club	\$309.00
Club Sponsor- MS-HS		\$309.00
Club Sponsor- MS-HS		\$309.00
Club Sponsor- MS-HS		\$309.00
Club Sponsor- MS-HS	Gaming Club	\$309.00
Club Sponsor- MS-HS	Latino Culture Club	\$309.00
Club Sponsor-Elementary	Math Bowl	\$309.00
Club Sponsor-Elementary	Science Bowl	\$309.00
Club Sponsor-Elementary	Spell Bowl	\$309.00
Club Sponsor-Elementary	Vex Robotics	\$309.00
Club Sponsor-Elementary	Lego Robotics	\$309.00
Club Sponsor-Elementary	Battle of the Books	\$309.00
Club Sponsor-Elementary	Battle of the Books	\$309.00
Club Sponsor-Elementary	Battle of the Books	\$309.00
Club Sponsor-Elementary	Battle of the Books	\$309.00
Club Sponsor-Elementary		\$309.00
Club Sponsor-Elementary		\$309.00
Club Sponsor-Elementary		\$309.00
Club Sponsor-Elementary		\$309.00
Cross Country	HS	\$2,222.00
Cross Country	MS	\$1,173.00
Dance Team	HS	\$2,200.00
Dance Team	MS	\$1,000.00
Department Heads MS-HS	Fine Arts	\$617.00
Department Heads MS-HS	Health/PE	\$617.00
Department Heads MS-HS	Language Arts	\$617.00
Department Heads MS-HS	Math	\$617.00
Department Heads MS-HS	Practical Arts	\$617.00

Department Heads MS-HS	Science	\$617.00
Department Heads MS-HS	Social Studies	\$617.00
Department Heads MS-HS	Special Ed.	\$617.00
Drama Club		\$1,851.00
Drama Club Asst.		\$617.00
FFA	MS-HS	\$1,500.00
Football	Varsity	\$6,789.00
Football	HS Asst.	\$3,394.00
Football	HS Asst.	\$3,394.00
Football	HS Asst.	\$3,394.00
Football	HS Asst.	\$3,394.00
Football	MS	\$2,160.00
Football	MS	\$2,160.00
Football	Elementary	\$1,234.00
Football	Elementary Asst.	\$926.00
Football	Elementary Asst.	\$926.00
Music	Band Director HS	\$4,937.00
Music	Band Director MS	\$309.00
Music	Chorus HS	\$309.00
Music	Chorus MS	\$309.00
Music	Elementary	\$926.00
Music	Musical Director	\$463.00
Music	Music Program	\$400.00
Music	Percussionist	\$400.00
Music	Vocal Director	\$926.00
National Honor Society	HS	\$617.00
Junior Honor Society	MS	\$463.00
Pep Club	HS	\$617.00
Soccer	Varsity Boys	\$2222.00
Soccer	Junior Varsity Boys	\$1111.00
Soccer	Varsity Girls	\$2222.00
Soccer	Junior Varsity Girls	\$1111.00
Soccer	MS Boys	\$700.00
Soccer	MS Girls	\$700.00
Softball-Varsity	Varsity	\$3,703.00
Softball-Varsity Asst.	Varsity Asst.	\$1,543.00
Softball-JV	JV	\$1,851.00
Student Council	HS	\$926.00
Student Council	HS	\$926.00
Student Council	MS	\$617.00
Student Council	Intermediate	\$617.00
Track-Boys	Varsity	\$2,469.00
Track-Boys	Varsity Asst.	\$1,234.00
Track-Boys	MS	\$1,543.00
Track-Girls	Varsity	\$2,469.00
Track-Girls	Varsity Asst.	\$1,234.00
Track-Girls	MS	\$1,543.00
Valhallas		\$1,234.00
Volleyball	Varsity	\$4,937.00
Volleyball	Varsity Asst.	\$2,160.00

Volleyball	JV	\$2,469.00
Volleyball	8th Grade	\$1,851.00
Volleyball	7th Grade	\$1,851.00
Volleyball	6th Grade	\$1058.00
Wrestling	Varsity	\$3,703.00
Wrestling	Varsity Asst.	\$1,851.00
Wrestling	MS	\$1,543.00
Wrestling	MS Asst.	\$1,234.00
Yearbook		\$926.00
*Certified Staff Stipend		\$20

*Certified Staff Stipend is to be approved by immediate supervisor prior to submission.