

SALEM COMMUNITY SCHOOLS

Collective Bargaining Agreement

Between Salem Community Schools and Salem
Classroom Teachers' Association

2019-2021

This Agreement is effective from July 1, 2019 through June 30, 2021

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This Contract is made by and between the Board of School Trustees of the Salem Community Schools, as the school employer, and the Salem Classroom Teachers' Association, as the exclusive representative of certified employees.

This contract supersedes and cancels all previous agreements whether verbal or written between the school corporation and the association.

ARTICLE I. RECOGNITION

The Board hereby recognizes the Association as the exclusive representative of certified teaching personnel in the Salem Community Schools except for the superintendent, assistant superintendent, director of assessment, principals, assistant principals, supervisors, and non-certified employees.

ARTICLE II. DEFINITIONS

As used in this Contract:

- A. "Board means the Board of School Trustees of the Salem Community Schools and any person(s) authorized to act for said body in dealing with its employees.
- B. "School Corporation" means the Salem Community Schools of the County of Washington of the State of Indiana.
- C. "Superintendent" means the chief administrative officer of this School Corporation, and any person(s) designated by her to act in her behalf in dealing with certified school employees.
- D. "Certified school employees" and "teacher(s)" mean the certified personnel employed by the Board in the bargaining unit as defined in Article I of this Contract.
- E. "Association" means the Salem Classroom Teachers Association, which has been recognized as the exclusive representative of said certified school employees or the person or persons duly authorized to act on behalf of such representative.
- F. When the masculine gender is used, it shall include the feminine wherever required by the context in which a specific provision of this Contract is applied.
- G. Experience refers to working at least 120 days of an individual school year.
- H. "Days" mean calendar days unless otherwise specified.
- I. "Year of Experience" means having been employed by the school for at least 120 days in the prior school year.

ARTICLE III. PROFESSIONAL COMPENSATION

SALARY

The base salaries and additional compensation model for teachers are set forth in Attachment A-1 for school year 2019-2020 and in Attachment A-2 for school year 2020-2021. Attachment A-1 and A-2 shall remain in effect during the term of this contract.

SUPPLEMENTAL CONTRACTS

Compensation for summer school programs shall be paid at the teacher's hourly rate. The hourly rate shall be calculated based upon a 7 hour day. The parties acknowledge that this rate was negotiated with the Superintendent.

Supplemental Instructional Rate (e.g. Home bound instruction) – shall be paid at the teacher's hourly rate. The hourly rate shall be calculated based upon a 7 hour day. The parties acknowledge that this rate was negotiated with the Superintendent.

EXTRA-CURRICULAR ASSIGNMENTS AND OTHER DUTIES

Extra-curricular assignments shall be paid in accordance with Attachment B.

PAYMENT SCHEDULE

Basic salary for a teacher shall be paid in twenty-six (26) equal gross payments. In the event a legal holiday falls on a payday, a teacher shall receive that check on the last school day prior to the holiday, excluding Christmas. Any salary payment due over the Christmas holidays will be mailed by USPS mail to be received on the regular payment cycle. The pay schedule for a teacher shall provide for the first (1st) check for the school year to be paid on a date established by the Superintendent after recommendation by the Association and the remaining checks paid in succeeding alternate weeks. In no event shall there be more than three (3) calendar weeks between the 26th pay of one (1) school year and the first (1st) pay of the succeeding year unless the number of pays for January 1st through December 31st calendar year would exceed 26 pays.

INDIANA STATE TEACHERS RETIREMENT FUND

The corporation paid Teacher Retirement Fund (TRF) is in addition to the amounts contained in (1) the teacher compensation model herein contained in ATTACHMENT A-1 and ATTACHMENT A-2, and the extra duty assignment pay schedule herein contained in ATTACHMENT B. The corporation TRF is to be paid directly to the Indiana State Teachers Retirement Fund by the Board on behalf of each affected teacher.

DUAL CREDIT AND CAREER ADVANCEMENT TUITION REIMBURSEMENT

Teachers desiring to remain teaching dual credit classes, preparing to teach dual credit, or preparing to enter advanced positions with required or additional graduate coursework may apply to receive a stipend in the amount of \$1,000 for a single school year.

- A. Areas of “high need” must be identified and approved by the superintendent. The superintendent may seek advice from a committee of administrators and teachers to help determine “high need” areas and reach out to possible educators who may take advantage of such opportunities.
- B. Such “high need” areas *may* include high school subject areas (ex: chemistry, physics, mathematics, foreign language, etc.), administrative licensing courses, counseling licensing courses, gifted and talented licensing courses, and special education licensing courses, or any other area for which the corporation may need a licensed teacher.
- C. This stipend would be given as a partial reimbursement for tuition for the approved subject or licensing course and materials for those classes if they are not provided on a no-cost basis. Teachers are not eligible for this incentive if a course they are taking is being paid through state funded initiatives or through grant monies.

Teachers must apply for this reimbursement to the superintendent. Applications will be approved by the superintendent based on need and total available funds for reimbursement.

- A. Teachers in their application process must submit proof of their course enrollments and tuition and materials costs that were personally paid for by the teacher.
- B. Reimbursement will be given to the teacher in a stipend once proof of course completion is demonstrated. This will be a one-time per school year stipend.
- C. If the teacher is approved for this stipend, successfully completes the course, and receives the stipend, the teacher must then agree to work for Salem Community Schools for at least three more consecutive years. Failure to do so will require repayment of any stipend money received.

ARTICLE IV. LEAVE POLICIES

PERSONAL TIME OFF

Each teacher shall be granted fourteen (14) days of personal time off during the first year of his/her employment and thirteen (13) days each succeeding year. Personal time off shall accumulate to 194 days. The School Corporation shall have the authority, under certain conditions (such as prolonged illness or hospitalization), to request a doctor’s release before a teacher can return to work after using personal time off.

SICK LEAVE BANK

A sick leave bank shall be established to relieve teachers from undue financial burdens resulting from long-term illness, injury, or incapacitation that may exhaust their accumulated sick leave.

1. Participation by teachers will be strictly voluntary.

2. Each teacher who chooses to participate shall donate two (2) days the first year only.
3. In the event the sick leave bank is exhausted during a school year, participating members shall replenish the bank by donating one (1) additional day of their own sick days to maintain active membership in the sick leave bank program.
4. Once days are donated to the bank, they may not be withdrawn.
5. Enrollment in the sick leave bank must be offered annually. Enrollment shall be completed by the 15th day of the school year.
6. All days in the sick leave bank shall carry over from year to year.
7. The sick leave bank shall remain in force under these terms from year to year unless the Association and School Corporation agree upon mutual changes.
8. Participating members are eligible to request days from the common pool up to the number of days needed to qualify for long-term disability.

PROFESSIONAL LEAVE

Teachers will be allowed, upon the approval of the Superintendent, to attend professional development opportunities without loss of compensation.

BEREAVEMENT LEAVE

In case of death in the immediate family during a time when school is in session, teachers will be allowed leave for up to five (5) working days with full pay. "Immediate family" includes: husband, wife, child, grandchild, parents, grandparents, sister, brother, each similar relationship established by marriage, and a legal dependent living with the teacher. Up to two (2) days leave with full pay will be granted to the teacher to attend the funeral of an aunt, uncle, niece, nephew, first cousin, and each similar relationship established by marriage.

ASSOCIATION LEAVE

The Association President(s) and/or his designee may be granted Association leave each year for Association business. The Association President(s) will notify the building principal and the Superintendent at least one (1) day in advance of leave. The Association shall reimburse the School Corporation for pay of the substitute.

FAMILY MEDICAL LEAVE

A teacher may use qualifying accrued leave days as described in this contract. Use of leave days that qualifies for family medical leave will be counted as part of the teacher's twelve (12) total weeks of family medical leave entitlement. Leave for the teacher's immediate family will be permitted. Immediate family includes spouse, child, grandchild, parents, grandparents, sister, brother, each similar relationship established by marriage, and a legal dependent living with the teacher.

ARTICLE V. INSURANCE

HEALTH INSURANCE

The School Corporation will contribute \$3,070.00 toward a single policy and \$3,750.00 for a family policy toward the annual premium on the health insurance plan for each employee who qualifies and enrolls in the School Corporation's group medical plan.

LIFE INSURANCE

All full-time active teachers of the School Corporation shall receive a life insurance policy based on twice their annual salary in multiples of \$1,000.00 carried to the nearest \$1,000.00. The annual cost to a teacher for this insurance benefit shall be \$1.00.

DISABILITY INSURANCE

All active teachers of the School Corporation shall be provided, at an annual cost of \$1.00 to the individual, a long-term disability insurance protection that provides a minimum benefit of two-thirds (2/3) of their salary to the age of Medicare eligibility after a ninety (90) day waiting period.

VISION INSURANCE

Active teachers will be provided Vision Insurance paid by this School Corporation, for the teacher only, at an annual cost of \$1.00. A teacher may pay for the cost of a family plan if he so desires.

LIABILITY INSURANCE

All teachers of the School Corporation shall be included in the Board's "Base Liability Insurance Policy" and the extended "Umbrella Liability Addendum" for duties performed within the scope of their employment.

INSURANCE – RETIREMENT AND LEAVE OF ABSENCE

Subject to the approval, procedures and all requirements of the insurance carrier(s) (1) a teacher who permanently retires from teaching while in service to this School Corporation, or (2) a teacher who has been granted an unpaid leave of absence by the Board, and who was a member of this School Corporation's group health insurance plan and/or group term life insurance plan at the time of such retirement or leave of absence may continue his coverage in such plan(s) at his own expense as follows:

1. Retire – Health insurance coverage may continue until eligible for Medicare benefits.
2. Leave of Absence – Coverage may continue until expiration of such leave. Such teacher shall be responsible for remitting the full or partial premium amount due in accordance with procedures and requirements as established by this School Corporation.

I.R.S. SECTION 125

A teacher may participate in the School Corporation's flexible benefits plan. Prior to determination and adoption of the plan by the Board under the provision of Section 125 of the Internal Revenue Service Code, the Association shall be given the opportunity to review and have input on the plan through a joint committee. The plan will provide for salary reduction agreements for the employee share of group insurance premiums.

DENTAL INSURANCE

A teacher may enroll in the School Corporation's group dental insurance plan at the teacher's sole expense. The plan shall be mutually agreed upon by the Board and the Association.

ARTICLE VI. RETIREMENT

Eligibility for retirement begins at age 50 and older with 15 continuous years of experience at Salem Community Schools.

CONDITIONS

The conditions for eligible teachers taking retirement are as follows:

1. A teacher intending to retire at the close of a school year will notify the Superintendent with a letter of retirement/resignation by March 1st of the teacher's last contract year.
2. In the event a teacher is unable to give timely notice of retirement because of ill health, accident, or other unforeseen events, the required notice of retirement may be waived by the Board.

EARLY RETIREMENT INCENTIVE

The Salem Community Schools Board of School Trustees has the authority to offer a one-time early retirement incentive for the 2019-2020 and/or 2020-2021 school years at the discretion of the Board.

RETIREMENT SEVERANCE BENEFIT

An individual who is employed as a bargaining unit member at the time of retirement or severance from employment will be eligible for the following severance benefits provided the teacher has otherwise satisfied the following requirements and conditions.

GROUP HEALTH INSURANCE

Immediately following severance, the teacher and his spouse, if any, shall have the option of remaining in the Corporation's current group health insurance plan if all of the following conditions are met as of the date of severance and thereafter.

- The teacher was enrolled in the Corporation's group health insurance plan during the school year immediately before the severance;
- While the retired teacher and spouse, if any, remain enrolled in the health insurance plan, the retired teacher and spouse shall pay the entire insurance premium prior to the due date each month or, at the teacher's option, on an annual basis prior to the start of each school year. Payment must be made to the School Corporation's business office.

When a retired teacher first becomes eligible for Medicare, the teacher's eligibility to continue to participate in the Corporation's group health insurance plan shall terminate, if not earlier terminated according to applicable law. (The same termination of eligibility shall also apply when a retired teacher's spouse first becomes eligible for Medicare.) It is acknowledged that the parties intend those provisions to comply with applicable federal and state laws that establish an eligible teacher's right to continue health insurance for the teacher and spouse, including if otherwise applicable, Indiana Code 5-10-8-2.6. Therefore, this right to extended coverage shall not override any rights to continuing health care coverage as required by COBRA.

403(b) RETIREMENT ANNUITY PLAN

1. Each teacher may elect to make a salary reduction election and make tax deferred contributions, to a plan described in section 403(b) of the Internal Revenue Code (the "Code") to the maximum limits allowed by the Code. The Board shall forward salary reduction money to the Third Party Administrator each payday.
2. The School Corporation shall maintain a list of three approved investment vendors for the salary reduction contributions made to 403(b) Plan.

RETIREMENT SAVINGS 401(a) ANNUITY

1. The Board agrees to contribute 1.5% of each bargaining unit member's base salary into each individual's separate 401(a) account. Each employee may determine how his account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan. The single investment vendor for the 401(a) plan shall be Security Benefit. The Board shall make equal monthly contributions throughout the school year and will complete its contributions by August 31st of each succeeding year.

2. Each bargaining unit member is considered vested in these individual 401(a) accounts upon signing the sixth consecutive contract.
3. 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.

WELFARE BENEFITS PLAN (VEBA)

1. The school corporation shall establish a qualified Welfare Benefits Plan (VEBA) as described in section 501(c) 9 of the IRS Code.
2. The Board agrees to contribute 0.5% of each bargaining unit member's base salary into each individual's separate Welfare Benefits Account (VEBA). The Board shall make equal monthly contributions throughout the school year, and will complete its contributions on or before August 31st of each succeeding year. Each employee may determine how his account shall be invested among the investment options made available by the investment vendor for the Welfare Benefits Plan (VEBA). The Third Party Administrator for the plan shall be Mid America.
3. Each bargaining unit member is considered vested in these individual Welfare Benefit accounts (VEBA) upon signing the sixth consecutive contract.

ARTICLE VII. GRIEVANCE PROCEDURE

Definitions

A "grievance" is a claim by a teacher or the Association that there has been a violation, misinterpretation, or misapplication of any provision of this collective bargaining agreement.

A "day", as used in this grievance procedure, shall mean a calendar day.

- A. STEP ONE** -In the event a teacher believes that there has been a violation, misinterpretation, or misapplication of any provision of this collective bargaining agreement, he or she shall file the grievance with the building principal within thirty (30) days of the date the grievant knew or should have known of the alleged violation. The grievance must identify the date on which the alleged contract violation occurred, the contract section(s) alleged to have been violated, and the facts supporting the alleged

grievance and the relief sought.

Within five (5) days of receipt of the grievance, the principal shall meet with the grievant in an effort to resolve the grievance. Thereafter, the principal shall provide a written response to the grievant within ten (10) days of such meeting.

- B. STEP TWO-** If the grievant is not satisfied with the principal's disposition of the grievance, or if the building principal fails to respond within the time limits set forth above, the grievant may appeal the grievance to the superintendent within five (5) days of receipt of the principal's answer or within ten (10) days of the initial filing of the grievance, whichever shall be later.

Within seven (7) days of the receipt of the grievance, the superintendent, or his or her designee, shall meet with the grievant. Within five (5) days after such meeting, the superintendent shall respond in writing to the grievance.

- C. STEP THREE-** If the grievant is not satisfied with the Superintendent's disposition of the grievance, the grievant may file a written appeal to the Board, or if no disposition has been made within five (5) days of the date the grievant meets with the superintendent.

Within fifteen (15) days of receipt of the grievance, the Board shall meet with the grievant. The superintendent may attend this meeting. The Board shall respond in writing to the grievance within fifteen (15) days following this meeting.

- D.** In the event the grievance is not resolved at Step Three, or if no written decision has been rendered within the time limit provided, the Association may submit the grievance to arbitration provided the Association gives written notice to the Superintendent of such intent within ten (10) days of the Board's decision.
- E.** Upon receipt of said notice of appeal to arbitration, the appealing party shall request the American Arbitration Association to submit to the parties a panel of arbitrators. Selection of the arbitrator and the rules which govern the arbitration proceedings, except where such

rules are in conflict with the express provisions of this Contract, shall be in accordance with the rules of the American Arbitration Association.

- F. If requested by the Board, the arbitrator shall first rule on the arbitrability of the grievance. With such ruling by the arbitrator that the grievance is not arbitrable, the grievances shall be deemed resolved by the Board's answer at the previous level and abandoned.

POWERS OF THE ARBITRATOR

It shall be the function of the arbitrator, and he/she shall be empowered except as his/her powers are limited below, after due investigation, to make an advisory recommendation in cases of an alleged violation of the express Articles or Sections of this Contract.

- G. He/she shall have no power to add to, subtract from, supplement, disregard, alter, or modify any of the terms of this Contract;
- H. His/her powers shall be limited to (1) deciding whether the Board, the grievant, or the Association has violated the express Article or Section of this Contract, and (2) recommending the remedy for such violation;
- I. He/she shall have no power to make any decision which would require the commission of an act inconsistent with or prohibited by law or which is violative of the terms of this Contract;
- J. If the Board elects to separate the arbitrability issue from the merits, the arbitrator shall first hear the arbitrability issue and shall render a decision on such before considering the merits of the grievance.
- K. Each of the parties shall bear the expense of preparing and presenting its own case in arbitration. The filing fee and costs and expenses of the arbitrator shall be borne equally by the parties. Each party shall bear the fees and expenses of its respective witnesses and/or attorneys and other costs for arbitration.
- L. The arbitrator's decision shall be advisory only.
- M. The grievant may be accompanied by an Association representative at any step of this procedure.
- N. The time limits set forth in this procedure may be extended by written agreement of the parties. The parties may also mutually agree in writing to bypass steps in this

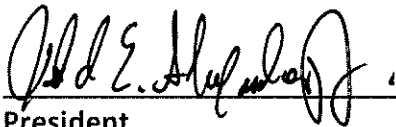
procedure.

- O. All documents dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
- P. If, in the judgment of the Association, a grievance affects a group of employees, the Association may submit such grievance, in writing, to the superintendent or his or her designee directly, and the proceeding of such grievance shall be commenced at Step Two of the grievance procedure.
- Q. An employee engaged during the school day in the investigation, preparation, or presentation of a grievance, or who is a witness for a grievance, shall be released from regular duties without loss of pay or other benefits.

ARTICLE VIII. EFFECT AND TERM OF AGREEMENT

- A. This agreement is effective from July 1, 2019 through June 30, 2021.
- B. The CBA was ratified by both parties on November 11, 2019.

**SALEM CLASSROOM TEACHERS
ASSOCIATION**

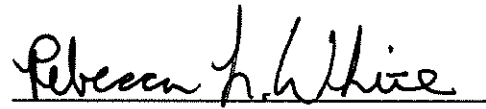


President

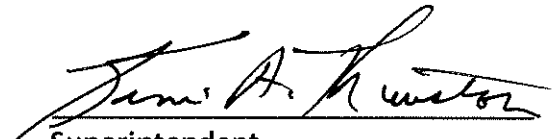


Negotiations Chairperson

BOARD OF SCHOOL TRUSTEES



President



Superintendent

ATTACHMENT A

Salem Community Schools

Compensation Model for July 1, 2019 through June 30, 2021

A. 2019-2020 and 2020-2021 Base Salary Increases

Teachers who meet the eligibility requirements for the following factors will be entitled to move up a level for the 2019-2020 and 2020-2021 school years, with \$200.00 added to each level of each school year during the contract period.

B. Eligibility

1. Evaluation – To be eligible for a base salary increase, the teacher must be rated as effective or highly effective on the Salem teacher performance evaluation for the previous school year with the exception of those teachers eligible, per Indiana Code 20-28-9-1.5 (f), and the teacher must have completed one year of experience, defined as 120 days in the previous school year.
2. Education – Teachers meeting the above eligibility will receive base pay increases based on the following factors: to be eligible to move from Column I to Column II, a teacher must attain or possess a Master’s degree in a content area as defined by the Indiana Department of Education, or as approved by the superintendent.
3. Year of Experience – Year of experience is defined as having been employed by the school for at least 120 days in the prior school year.
4. Instructional Leadership– To be eligible to move from Column II to Column III, a teacher must participate in at least three of the following instructional leadership activities during the previous school year (July 1 to June 30). Two of the three activities must be from different categories.
 - a. Category 1 - National Board Certification: The teacher provides evidence to the Superintendent that he/she has earned a National Board Certification.
 - b. Category 2 - Unpaid Building Level Committee Participation: The teacher must serve on an unpaid building level committee outside of the regular school day that has been pre-approved by the teacher's building principal. NOTE: The teacher's participation on the unpaid building level committee must be pre-approved by the teacher’s building principal in order to qualify as a leadership activity for purposes of this eligibility

factor.

- c. Category 3 - Unpaid Corporation Level Committee Participation: The teacher must serve on an unpaid Corporation level committee outside of the regular school day that has been pre-approved by the Superintendent. NOTE: The teacher's participation on the unpaid Corporation level committee must be pre-approved by the Superintendent in order to in order to qualify as a leadership activity for purposes of this eligibility factor. Unpaid committee participation during the regular school day does not qualify as a leadership activity for purposes of this category.
- d. Category 4 - Advanced Placement Courses: The teacher teaches an advanced placement course. NOTE: Only one Advanced Placement Course may qualify as a leadership activity for purposes of this eligibility factor
- e. Category 5 - Dual Credit Courses: The teacher teaches a dual credit course. NOTE: Only one dual credit course may qualify as a leadership activity for purposes of this eligibility factor.
- f. Category 6 - New Teacher Mentor or Peer Coach: The teacher serves as a new teacher mentor or peer coach with the pre-approval of the Superintendent. NOTE: The teacher must have pre-approval from the Superintendent in order to qualify as a leadership activity for purposes of this eligibility factor.
- g. Category 7 - School Improvement Team Committee: The teacher serves on a schoolimprovementteamcommittee.
- h. Category 8 - Unpaid Club Sponsor: The teacher is an unpaid club sponsor for a school club that has been pre-approved by the Superintendent and the Board. NOTE: The unpaid club must be pre-approved by both the Superintendent and the Board in order to qualify as a leadership activity for purposes of this eligibility factor.
- i. Category 9 - Professional Development Trainer (summer): The teacher is a professional development trainer in a professional development activity during the summer that has been pre-approved by the teacher's building principal. NOTE: The teacher must have pre-approval from his/her building principal in order to qualify as a leadership activity for purposes of this eligibility factor.
- j. Category 10 - Professional Development Trainer (School Year): The

teacher is a professional development trainer in a professional development activity during the school year that has been pre-approved by the teacher's building principal. NOTE: The teacher must have pre-approval from his/her building principal in order to qualify as a leadership activity for purposes of this eligibility factor.

- k. Category 11 - Student Teacher Supervisor: The teacher must have pre-approval for his/her building principal and only one instance of serving as a student teacher supervisor may qualify as a leadership activity for purposes of this eligibility factor.
- l. Category 12 - Mentor to "Needs Improvement" Teacher: The teacher serves as a mentor to a teacher who has been evaluated in the "needs improvement" category with pre-approval from his/her building principal. NOTE: The teacher must have pre-approval from his/her building principal in order to qualify as a leadership activity for purposes of this eligibility factor.
- m. Category 13 - Unpaid Tutoring: The teacher tutors a student(s) outside of the regular school day without compensation either in his/her school building or other location that has been pre-approved by the building principal for a minimum of 10 hours per semester outside the school day and the unpaid tutoring hours are verified by the teacher's building principal. NOTE: If the unpaid tutoring is going to occur outside of the school building where the teacher works, then the location where the tutoring occurs must be pre-approved by the teacher's building principal. In addition, the unpaid tutoring hours must be verified by the teacher's building principal in order to qualify as a leadership activity for purposes of this eligibility factor. A teacher who performs unpaid tutoring that occurs during the regular school day will not be eligible to get leadership credit in this category.
- n. Category 14 – Professional Development: The teacher participates in a minimum of six hours of professional development related to improving student outcomes that is completely unpaid by the School Corporation that has been pre-approved by the Principal. Unpaid means the teacher cannot be taking a paid day off from school, cannot be reimbursed for mileage, meals, tuition or any other expenses associated with attending the conference.
- o. Category 15 – Unpaid event sponsor: The teacher is an unpaid event sponsor for a school event that has been pre-approved by the Principal in order to qualify as an instructional leadership activity for purposes of this eligibility factor.

- p. Category 16 – Unpaid volunteer coach: The teacher is an unpaid volunteer coach that has pre-approved by the Principal (for academic needs) or the Athletic Director (for athletic needs) and the Superintendent in order to qualify as an instructional leadership activity for purposes of this eligibility factor.
- q. Other activities as agreed upon during discussion with SCTA and principals.

C. Requirements for Movement on Salary Schedule

Movement on the salary schedule can occur for one of the following reasons stated in paragraphs 1 through 3 below. Once a teacher is in a row and column, the teacher will remain in that column/row until the teacher meets all of the requirements to move. 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.

1. Requirements to move over to the right from Column I to Column II in the same row. If the teacher: (a) qualifies for a column change for degree attainment/possession; and (b) receives an evaluation rating of highly effective or effective for the preceding school year, then the teacher may be eligible (if sufficient funds are available) to move over from Column I to Column II in the same row. No diagonal movement shall be permitted. The parties understand that movement on the salary schedule for the 2017-2018 school year cannot occur until all State data that is part of the Salem evaluation rubric is received from the State of Indiana and evaluations for the preceding school year have been completed.
2. Requirements to move over to the right from Column II to Column III in the same row. If the teacher: (a) qualifies for a column change for degree attainment/possession; (b) receives an evaluation rating of highly effective or effective for the preceding school year; and (c) completes Instructional Leadership activities consistent with the requirements set forth in Paragraph C-3 above, then the teacher may be eligible (if sufficient funds are available) to move over from Column II to Column III in the same row. No diagonal movement shall be permitted. The parties understand that movement on the salary schedule for the current school year cannot occur until all State data that is part of the Salem evaluation for the rubric for the prior school year is received from the State of Indiana and evaluations for the preceding school year have been completed.
3. Requirements to move down one (1) row within the same column in Columns I

and II. If the teacher is not eligible for a column change due to the lack of attaining or possessing an additional content area Master's degree, as defined by the Indiana Department of Education, but receives an evaluation rating of highly effective or effective for the preceding school year, then the teacher may be eligible (if sufficient funds are available) to move down one (1) row in his/her current column. The parties understand that movement on the salary schedule for the 2019-2020 school year cannot occur until all State data that is part of the Salem evaluation rubric is received from the State of Indiana and evaluations for the preceding school year have been completed.

4. Requirements to move down one (1) row within Column III. A teacher in Column III who receives an evaluation rating of highly effective or effective for the preceding school year and who meets the requirements for the Instructional Leadership factor above may be eligible (if sufficient funds are available) to move down one (1) row in Column III. The parties understand that movement on the salary schedule for the 2019-2020 school year cannot occur until all State data that is part of the Salem evaluation rubric is received from the State of Indiana and evaluations for the preceding school year have been completed.

D. Weight Assigned to Factors

The weight assigned to the factors identified above shall be as follows:

1. Evaluation – \$1000 added to the teacher base salary
2. Education - \$500
3. Instructional Leadership - \$1700 added to the teacher base salary

E. Attendance Incentive – A stipend of \$500 may be paid to any teacher having perfect attendance for the academic school year. Leave for professional development, bereavement, jury duty, and military duty will not be included in the attendance percentage calculation. If a stipend is warranted to the teacher, it will be included with the second pay in June.

F. Disqualification - A teacher who receives an evaluation rating of Ineffective or Improvement Necessary on the annual Salem teacher performance evaluation for the previous school year will not be eligible to receive an increase in base compensation for the current school year, except those teachers eligible per Indiana Code 20-28-9-1.5(f).

G. Redistribution - Any amounts allocated for base salary increases for teachers who receive evaluation ratings of Ineffective or Improvement Necessary on the annual Salem teacher performance evaluation for the previous school year will be reallocated and redistributed equally as stipends among the salaries of teachers who received an evaluation rating of Effective or Highly Effective on their annual Salem teacher performance evaluation for the previous school year.

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 Salem 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 2019- 2020 school year.

I. Salary Range

The salary range is \$37,000.00 to \$70,200.00 prior to this contract. Consequent to this contract, the salary range will be \$37, 200 to \$70,400 for the 2019-2020 school year and \$37,400 to \$70,600 for the 2020-2021 school year.

J. New Hires

Initial placement on the Salem Community Schools Placement Schedule will be determined as follows:

1. Any new teacher without any years of teaching experience shall begin at the entry level salary of \$37,200 for 2019-2020 and \$37,400 for 2020-2021 (Bachelors) or \$38,700 for 2019-2020 and \$38,900 for 2020-2021 (Masters).
2. Any new teacher with prior years of teaching experience will be placed at a level consistent with and which mirrors the salaries of teachers currently employed by the Salem Community Schools subject to the following provisions:
 - a. A teacher holding a Bachelor's Degree with up to five (5) years of experience will be placed in Column 1 on the Salary Placement Schedule at a salary which mirrors the salaries of teachers with comparable education and experience currently employed by the Salem Community Schools.
 - b. A teacher holding a Master's Degree with up to ten (10) years of experience will be placed in Column 2 on the Salary Placement Schedule at a salary which mirrors the salaries of teachers with comparable education and experience currently employed by the Salem Community Schools.

- c. Teachers with verified out-of-state teaching experience recognized by the Indiana Department of Education will be credited with one (1) year of teaching experience for every two (2) completed school years of teaching in the Salem Community Schools.
 - d. A teacher with post-secondary service within an accredited institution will be credited with one (1) year of experience for every two (2) completed years of teaching experience with the Salem Community Schools.
 - e. The Superintendent shall have the authority to hire a teacher up to five additional levels within the salary range based upon the needs of the school district and availability of qualified teachers for the position. If the need for greater flexibility arises, SCTA and SCS must agree on the beginning level of entry greater than 5 levels.
- K. 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.

ATTACHMENT A-1.

**Salem Community Schools
2019-2020 Salary Schedule**

Level	[BS] Column A	[MS] Column B	[Instructional Leadership] Column C	Level
A	\$ 37,200.00	\$ 38,700.00	\$ 40,400.00	A
B	\$ 38,200.00	\$ 39,700.00	\$ 41,400.00	B
C	\$ 39,200.00	\$ 40,700.00	\$ 42,400.00	C
D	\$ 40,200.00	\$ 41,700.00	\$ 43,400.00	D
E	\$ 41,200.00	\$ 42,700.00	\$ 44,400.00	E
F	\$ 42,200.00	\$ 43,700.00	\$ 45,400.00	F
G	\$ 43,200.00	\$ 44,700.00	\$ 46,400.00	G
H	\$ 44,200.00	\$ 45,700.00	\$ 47,400.00	H
I	\$ 45,200.00	\$ 46,700.00	\$ 48,400.00	I
J	\$ 46,200.00	\$ 47,700.00	\$ 49,400.00	J
K	\$ 47,200.00	\$ 48,700.00	\$ 50,400.00	K
L	\$ 48,200.00	\$ 49,700.00	\$ 51,400.00	L
M	\$ 49,200.00	\$ 50,700.00	\$ 52,400.00	M
N	\$ 50,200.00	\$ 51,700.00	\$ 53,400.00	N
O	\$ 51,200.00	\$ 52,700.00	\$ 54,400.00	O
P	\$ 52,200.00	\$ 53,700.00	\$ 55,400.00	P
Q	\$ 53,200.00	\$ 54,700.00	\$ 56,400.00	Q
R	\$ 54,200.00	\$ 55,700.00	\$ 57,400.00	R
S	\$ 55,200.00	\$ 56,700.00	\$ 58,400.00	S
T	\$ 56,200.00	\$ 57,700.00	\$ 59,400.00	T
U	\$ 57,200.00	\$ 58,700.00	\$ 60,400.00	U
V	\$ 58,200.00	\$ 59,700.00	\$ 61,400.00	V
W	\$ 59,200.00	\$ 60,700.00	\$ 62,400.00	W
X	\$ 60,200.00	\$ 61,700.00	\$ 63,400.00	X
Y		\$ 62,700.00	\$ 64,400.00	Y
Z		\$ 63,700.00	\$ 65,400.00	Z
AA		\$ 64,700.00	\$ 66,400.00	AA
BB		\$ 65,700.00	\$ 67,400.00	BB
CC		\$ 66,700.00	\$ 68,400.00	CC
DD		\$ 67,700.00	\$ 69,400.00	DD
EE		\$ 68,700.00	\$ 70,400.00	EE
FF				FF

ATTACHMENT A-2.

**Salem Community Schools
2020-2021 Salary Schedule**

Level	[BS] Column A	[MS] Column B	[Instructional Leadership] Column C	Level
A	\$ 37,400.00	\$ 38,900.00	\$ 40,600.00	A
B	\$ 38,400.00	\$ 39,900.00	\$ 41,600.00	B
C	\$ 39,400.00	\$ 40,900.00	\$ 42,600.00	C
D	\$ 40,400.00	\$ 41,900.00	\$ 43,600.00	D
E	\$ 41,400.00	\$ 42,900.00	\$ 44,600.00	E
F	\$ 42,400.00	\$ 43,900.00	\$ 45,600.00	F
G	\$ 43,400.00	\$ 44,900.00	\$ 46,600.00	G
H	\$ 44,400.00	\$ 45,900.00	\$ 47,600.00	H
I	\$ 45,400.00	\$ 46,900.00	\$ 48,600.00	I
J	\$ 46,400.00	\$ 47,900.00	\$ 49,600.00	J
K	\$ 47,400.00	\$ 48,900.00	\$ 50,600.00	K
L	\$ 48,400.00	\$ 49,900.00	\$ 51,600.00	L
M	\$ 49,400.00	\$ 50,900.00	\$ 52,600.00	M
N	\$ 50,400.00	\$ 51,900.00	\$ 53,600.00	N
O	\$ 51,400.00	\$ 52,900.00	\$ 54,600.00	O
P	\$ 52,400.00	\$ 53,900.00	\$ 55,600.00	P
Q	\$ 53,400.00	\$ 54,900.00	\$ 56,600.00	Q
R	\$ 54,400.00	\$ 55,900.00	\$ 57,600.00	R
S	\$ 55,400.00	\$ 56,900.00	\$ 58,600.00	S
T	\$ 56,400.00	\$ 57,900.00	\$ 59,600.00	T
U	\$ 57,400.00	\$ 58,900.00	\$ 60,600.00	U
V	\$ 58,400.00	\$ 59,900.00	\$ 61,600.00	V
W	\$ 59,400.00	\$ 60,900.00	\$ 62,600.00	W
X	\$ 60,400.00	\$ 61,900.00	\$ 63,600.00	X
Y		\$ 62,900.00	\$ 64,600.00	Y
Z		\$ 63,900.00	\$ 65,600.00	Z
AA		\$ 64,900.00	\$ 66,600.00	AA
BB		\$ 65,900.00	\$ 67,600.00	BB
CC		\$ 66,900.00	\$ 68,600.00	CC
DD		\$ 67,900.00	\$ 69,600.00	DD
EE		\$ 68,900.00	\$ 70,600.00	EE
FF				FF

ATTACHMENT B.

SPORTS EVENT PAYMENTS:

Teachers shall be paid at a rate of \$20.00 for each required attendance at sports events.

Teachers may be assigned or sign up to serve for these events on a rotating basis. Teachers may seek a replacement to work for them.

ECA SCHEDULE

Position	Rate	Position	Rate	Position	Rate
Band	\$3,000	Soccer-Var Boys	\$3,000	Sponsor-Acad Decathlon	\$ 600
Band Assistant	\$1,200	Soccer-Var Girls	\$3,000	Sponsor-Art Club HS	\$ 600
Baseball- Varsity	\$3,600	Softball - Varsity	\$3,600	Sponsor-Booster Club HS	\$ 600
Baseball - JV	\$1,800	Softball - JV	\$1,800	Sponsor-BPA Club HS	\$ 600
Basketball-Boys Var	\$6,100	Swimming - HS	\$3,000	Sponsor-Dance Team HS	\$ 600
Basketball-Boys Var Asst	\$2,500	Swimming - MS	\$1,300	Sponsor-FFA Club HS	\$ 600
Basketball-Boys JV	\$3,200	Tennis-Boys HS Var	\$3,000	Sponsor-FCCLA Club HS	\$ 600
Basketball-Boys Fresh	\$2,500	Tennis-Boys MS	\$1,100	Sponsor-French Club HS	\$ 600
Basketball-Boys Gr 8	\$2,200	Tennis-Girls Varsity	\$3,000	Sponsor-Hi Y Club HS	\$ 600
Basketball-Boys Gr 7	\$2,200	Tennis-Girls MS	\$1,100	Sponsor-NHS HS	\$ 600
Basketball-Boys Gr 6	\$1,200	Track-Boys Var	\$3,600	Sponsor-SADD HS	\$ 600
Basketball-Boys Summer	\$2,300	Track-Boys Var Asst	\$1,600	Sponsor-Science Club HS	\$ 600
Basketball-Girls Varsity	\$6,100	Track-Boys MS	\$1,600	Sponsor-Spanish Club HS	\$ 600
Basketball-Girls Var Asst	\$2,500	Track-Boys MS Asst	\$1,100	Sponsor-Guitar Club HS	\$ 600
Basketball-Girls JV	\$3,200	Track-Girls Varsity	\$3,600	Sponsor-Student Council HS	\$ 600
Basketball-Girls Freshman	\$2,500	Track-Girls Var Asst	\$1,600	Sponsor-Tri Hi Y HS	\$ 600
Basketball-Girls Gr 8	\$2,200	Track-Girls MS	\$1,600	Sponsor-Senior Class	\$ 500
Basketball-Girls Gr 7	\$2,200	Track-Girls MS Asst	\$1,100	Sponsor-Junior Class	\$ 500
Basketball-Girls Gr 6	\$1,200	Volleyball - Varsity	\$3,600	Sponsor-Sophomore Class	\$ 250
Basketball-Girls Summer	\$2,300	Volleyball - JV	\$1,800	Sponsor-Freshman Class	\$ 250
Cheerleading - HS	\$1,800	Volleyball - Freshman	\$1,600	Chair-Fine Arts Dept MS	\$ 250
Cheerleading - HS Asst	\$1,100	Volleyball - Gr 8	\$1,400	Chair-Health/PE MS	\$ 250
Cheerleading - MS	\$1,100	Volleyball - Gr 7	\$1,400	Chair-Lang Arts MS	\$ 250
Cheerleading - Gr 6	\$ 917	Volleyball - Gr 6	\$1,100	Chair-Math Dept MS	\$ 250
Cross Country - MS	\$1,300	Weight Training Supervisor	\$2,500	Chair-Science Dept MS	\$ 250
Cross Country -Boys HS	\$3,000	Wrestling Varsity Coach	\$3,000	Chair-Soc Studies MS	\$ 250
Cross Country-Girls HS	\$3,000	Wrestling MS Coach	\$1,600	Dramatics - MS	\$ 900
Football-Varsity	\$6,100	Chair-Business Dept HS	\$ 250	IMC Director - MS	\$ 250
Football-Varsity Asst 1	\$3,200	Chair-English Dept HS	\$ 250	Publications - MS	\$ 780
Football-Varsity Asst 2	\$3,200	Chair-Fine Arts HS	\$ 250	Sponsor-Gr 8 DC Trip	\$ 250
Football-Varsity Asst 3	\$3,200	Chair- For Lang HS	\$ 250	Sponsor-JNHS MS	\$ 550
Football-Varsity Asst 4	\$3,200	Chair-Health/PE HS	\$ 250	Sponsor-SADD MS	\$ 550
Football-Gr 8	\$2,200	Chair-Math Dept HS	\$ 250	Sponsor-Student Govt MS	\$ 550
Football-Gr 8 Asst	\$1,300	Chair-Science Dept HS	\$ 250	Chair-Grade Level K	\$ 250
Football-Gr 7	\$2,200	Chair-Soc Studies HS	\$ 250	Chair-Grade Level 1	\$ 250
Football-Gr 7 Asst	\$1,300	Chair-Special ED HS	\$ 250	Chair-Grade Level 2	\$ 250
Golf - Varsity Boys	\$3,000	Chair-Voc Dept HS	\$ 250	Chair-Grade Level 3	\$ 250
Golf - Varsity Girls	\$3,000	Choir - HS	\$1,500	Chair-Grade Level 4	\$ 250
Golf - MS	\$1,100	Dramatics - HS	\$1,800	Chair-Grade Level 5	\$ 250
Guard-Color	\$1,400	IMC Director - HS	\$ 250	Choir - Elementary	\$ 750
Guard-Winter	\$1,400	Publications/Newspaper	\$2,384	Sponsor-Elem Math/Spell Bowl	\$ 600
		Sponsor-Honor Prog HS	\$ 250	IMC Director - ES	\$ 250