

AGENDA
UNION TOWNSHIP SCHOOL CORPORATION
SEA 390 TA MEETING OF THE BOARD OF SCHOOL TRUSTEES – 6:30 P.M.
WHEELER HIGH SCHOOL CAFETERIA
WEDNESDAY, NOVEMBER 4, 2020

- A. CALL TO ORDER
- B. PLEDGE OF ALLEGIANCE
- C. ROLL CALL
- D. TERMS OF TENTATIVE AGREEMENT
- E. ADJOURNMENT

The School Board will meet pursuant to Indiana Code 20-29-6-19(a) to discuss the terms of the tentative agreement of the teacher collective bargaining agreement, which is posted at www.union.k12.in.us

This meeting is a meeting of the School Board in public for the purpose of conducting the School Corporation's business and is not to be considered a public community meeting. There will be time for public participation as indicated in the agenda. Participants must be recognized by the presiding officer and will be requested to preface their comments by an announcement of their name, address, and group affiliation, if and when appropriate. Each statement made by a participant shall be limited to three (3) minutes duration or the discretion of the presiding officer. No participant may speak more than once on the same topic unless all others who wish to speak on that topic have been heard. All statements shall be directed to the presiding officer; no person may address or question Board Members individually.

Tentative Agreement

2020-2021 COMPENSATION PLAN:

1. Eligibility: In order to receive any increase in compensation, a teacher must:
 - a. complete the immediately prior school year at Union Township School Corporation in good standing;
 - b. work at least 120 days of the immediately prior school year;
 - c. receive a performance evaluation rating of "effective" or "highly effective" for the immediately prior school year from the School Corporation, except that a teacher in his/her first two full years of instructing students who receives an evaluation rating of ineffective or improvement necessary in the immediately prior school year from the School Corporation will be eligible for a salary increase based on points earned in categories other than effectiveness. Teachers otherwise rated as ineffective or improvement necessary are not eligible for additional compensation; and,
 - d. **return to teach at Union Township School Corporation and be employed at the time of distribution..**

2. Effectiveness- \$700 increase to base and a one time stipend of \$1200 payable the second pay of December 2020.

Education- \$700 will be added to the base upon completion of a masters degree prior to the start of the 2020-2021 school year, within a content area as defined by the IDOE, **or**

\$500 stipend for attainment of three or more content area graduate credit hours prior to start of the 2020-2021 school year.

Additional content area degree (s) and credit hours must be beyond the requirements for employment and are subject to:

- Earned from an accredited college or university that is recognized by an acceptable accreditation body;
- Earned subsequent to obtaining a teaching license;
- Reflect a score of 3.0 out of a 4.0 scale or better;
- Content area as defined by IDOE
- Earned subsequent to the start of the 2019-2020 school year

Academic Need- Teachers teaching at least one approved dual credit course receive a one time stipend of \$750 for teaching the dual credit course during the school year. Limit one stipend per year.

Salary Range. The salary range for the 2020-2021 school year is \$40,000-\$77,875.

Salary increases will be retroactively applied within two pay periods after all relevant information is known.

III. Leaves

G. Sabbatical Leave

7. Eliminate b

8. During the approved leave, teachers may participate in group insurance plans provided they timely pay 100% of the premiums.

9. The teacher shall be assigned to a position upon return from the sabbatical leave.

M. Paid leave under Families First Coronavirus Response Act

Eligible teachers will be granted paid leave benefits through Emergency Paid Sick Leave and Expanded FMLA on terms provided in the Act upon submission of an appropriate request and supporting documentation, as applicable. These leave benefits are available up to and including December 31, 2020 when the Act sunsets.

IV. D. Vision- At the end of the current policy term, the plan will be upgraded to a 12 month Anthem RESA High Plan with the Board paying the full premium for all coverage tiers.

COVID Days- Teachers who have not exhausted leave under Emergency Paid Sick Leave prior to December 31, 2020, may carry over those unused days until the end of the 2020-2021 school year. These carried over days may only be used for reasons 1-3 under the Act are not compensable and do not convert to accumulated sick leave days. This section will be replaced with any benefit passed by Congress effective during this period.

Additional sick days- For the 2020-2021 school year only, bargaining unit members will be granted two (2) additional sick leave/family illness days. Unused days shall be subject to Article V. B of this contract.

Tentative Agreement reached 10:07 P.M., 10-21-2020

John Huta, Superintendent

Rosa Reed, UTIA President