

CONTRACTUAL AGREEMENT BETWEEN

CLOVERDALE COMMUNITY SCHOOL CORPORATION

BOARD OF SCHOOL TRUSTEES

THE CLOVERDALE EDUCATION ASSOCIATION

2020-2021

ACADEMIC YEAR

RECOGNITION AND DEFINITIONS  
TERMS OF THE AGREEMENT

The term of this agreement shall begin on July 1, 2020 and shall continue until June 30, 2021 for all sections.

This agreement is made and entered into at Cloverdale, by and between the Cloverdale Community School Corporation Board of School Trustees, heretofore referred to as the "School Board" and the Cloverdale Education Association, heretofore referred to as the "Association".

The term "teacher" when used in this contract shall refer to all certificated personnel employed by the Board except as follows: Superintendent, Principals, Assistant Principals, Director of Guidance, Director of Student Services, Behavior Coaches/Interventionists, Technology Integrators-Behavior Interventionists, Administrative Assistants, Athletic Directors, Instructional Coaches, Curriculum Coordinators-Interventionists, and Certified Employees appointed by the school employer to an "acting" capacity in any of the above excluded positions, for the duration of such "acting" appointment.

Should any article, section, or clause of this agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall be automatically deleted from this agreement to the extent that it violates the law, but the remaining articles, sections and clauses shall remain in effect for the duration of the agreement, if not affected by the deleted article, section, or clause.

This agreement is to be attested to by the parties whose signatures appear below:

Board of Trustees of Cloverdale Comm Schools:      Cloverdale Education Association:

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Association Co-President

\_\_\_\_\_  
Board Secretary

\_\_\_\_\_  
Association Co-President

\_\_\_\_\_  
Superintendent

Ratification Date: \_\_\_\_\_

Ratification Date: \_\_\_\_\_

## II. COMPENSATION AND EXPENSES

### 1. Salaries (2020-2021)

- A. The 2020-2021 salary schedule is set forth in Appendix A-1. For 2020-2021, base salary increases will be granted in accordance with the Compensation Model set forth in Appendix A-2. The extra-curricular activity base pay for the length of this contract is set forth in Appendix B.
- B. The range of salaries for 2020-2021 will be \$33,911 to \$64,111, prior to any increases provided in this agreement.
- C. Cloverdale Compensation Model – The Cloverdale compensation model is set forth in Appendix A-2.
- D. Pay Options. Teachers will be paid in twenty-six (26) equal installments in accordance with the schedule contained in Appendix C.
- E. If an assistant coach is not found by ten (10) coaching days into the sports season, then the head coach shall receive the stipend for the assistant coaching position as well as the head coaching position.
- F. The Board agrees to pay the teachers share of the ISTRF contribution. The Board agrees to pay whatever is stated in state statute.
- G. Ancillary Duty Pay: Teachers doing approved or directed school related work outside the normal workday may be compensated at their regular hourly rate. Knoy compensation (voluntary) will be at \$25 per hour. The voluntary nature of this assignment is for informational purposes only and was not bargained.
- H. The corporation shall pay a stipend of \$3,000 for a Safe School Coordinator.

## III. FRINGE BENEFITS

### 1. SICK LEAVE

Each teacher because of illness or quarantine shall be entitled to eleven (11) days the first year employed in the corporation and ten (10) days annually thereafter.

Sick leave days shall be granted in half day increments if requested.

Teachers may use sick days in partial increments in order to supplement partial paid day leaves under pandemic relief laws so that the combination of the partial paid day through pandemic relief and partial sick days equal a full day of pay for pandemic relief qualified leaves.

## 2. PREGNANCY LEAVE (BY STATUTE)

- A. A teacher who is pregnant may continue in active employment as late into pregnancy as she wishes, if she can fulfill the requirements of her position.

Temporary disability caused by pregnancy shall be governed by the following:

1. Any teacher who is pregnant shall be granted leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, if she notifies the Superintendent at least thirty (30) days before the date on which she wishes to start her leave. She shall notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. However, in the case of a medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided in this section, immediately on her request and the certification of the emergency from an attending physician.
2. All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick days. However, the teacher is not entitled to take accumulated sick leave days when the teacher's physician certifies that the teacher is capable of performing the teacher's regular teaching duties. The teacher is entitled to complete the remaining leave without pay. However, the teacher may receive compensation for the pregnancy leave pursuant to a collective bargaining agreement or, if the teacher is not represented by an exclusive representative, by board policy.
3. A teacher resigning for pregnancy reasons may request a letter from the School Board stating that she will be considered for re-employment if a vacancy exists in her area of certification. Re-employment shall be based upon current administrative evaluations and recommendation.

## 3. ADOPTIVE LEAVE

Adoptive leave shall be granted for up to a period of one (1) school year. Upon initial application of the adoption, the teacher shall notify the Superintendent of his/her intent in writing to take adoptive leave, setting out the beginning and ending dates when possible. The period of leave shall commence when the child is physically turned over to the parent-teacher.

#### 4. PERSONAL LEAVE

- A. Each teacher shall be entitled to at least three (3) days of personal leave each year without loss of pay. Unused personal leave days will be transferred to sick leave days at the end of the school year.
- B. Two (2) unused personal leave days may be transferred annually to accumulate as additional personal leave days, thus entitling each teacher to a maximum of four (4) personal leave days.
- C. Personal leave days shall be granted in half day segments upon request.

#### 5. EMERGENCY LEAVE

- A. In the case of death in the immediate family of the teacher, the teacher is entitled to be absent without loss of compensation for up to five school days. The teacher may take these days as needed within 60 school days. "Immediate family" is interpreted as including spouse, parent, child, sister, brother, and parent-in-law, grandparent, grandchild, daughter-in-law, son-in-law, or any other person who at the time of death was living as a member of the household of the teacher or for whom the teacher is the primary care giver or legal guardian.
- B. In the case of death of uncle, aunt, first cousin, niece, nephew, brother-in-law, sister-in-law, grandparent-in law, not living in the household of the teacher, the teacher is entitled to be absent two (2) days without loss of compensation.
- C. Teachers asked to serve as pallbearers or honorary pallbearers will be excused without loss of compensation for such duty.
- D. A teacher shall be entitled to five (5) days of leave per year in case of illness of spouse, parent, child, parent-in-law, or any other person living within the household of the teacher. These days are to be used for actual illness and not routine and prearranged medical or dental appointments. Recurring appointments or referrals for continuing medical problems may be included. Ten days of accumulated sick leave may also be used for family illness.
- E. The emergency leave days in A, B, C, and D are non-cumulative.
- F. If a teacher is called from a classroom due to an emergency because of accident, or serious illness of a family member, the corporation will arrange a substitute for one-half day.

#### 6. EMPLOYMENT INJURY LEAVE

Time needed for a teacher to recuperate from any personal injury arising out of an injury suffered during the course of his/her

employment shall result in no loss of salary or sick leave days for the remainder of the current teacher's employment contract year, or until the teacher becomes eligible for long term disability benefits, whichever comes first. If the injury is covered under workman's compensation, the teacher will receive his/her current salary minus the workman's compensation amount.

The board reserves the right to require the teacher to submit to a physical examination by a physician chosen by the board, and to receive a complete verified report of such an examination. If the injury is the result of an assault and battery (physical attack), necessary leave days shall not be charged against the teacher's accumulated sick leave.

7. HEALTH LEAVE

In those instances where a teacher's health warrants it, a health leave shall be available to all teachers who have five (5) years of service with the corporation. Prior to the granting of this leave, the teacher must have on file in the corporation administrative office a written statement from a practicing physician that the leave is necessary for health reasons. This statement must be in the administrative office by July 1 and be for the following year. The maximum length of leave is for one year and is available one time only. Additional leave above one year would be at the discretion of the Board.

8. JURY DUTY LEAVE

When teachers are called to jury service or are subpoenaed as witnesses in court, they shall receive the difference between their salary and the amount they receive for their service in court less actual expense for parking.

9. COURT LEAVE

Court leave with pay shall be granted to teachers for the time necessary to make appearance(s) in court resulting from a civil suit against the teacher relating to the teacher's employment with Cloverdale Community Schools.

10. PROFESSIONAL LEAVE

Teachers may be granted, with the approval of the School Board, leave with pay for the purpose of visiting other schools or attending meetings or conferences of an educational nature.

11. RETIREMENT BUY-OUT - SEVERANCE

- A. This Section applies only to teachers who were employed for the 2004/2005 school year at Cloverdale Community School Corporation.

- B. An eligible teacher must meet the following requirements to be eligible for a benefit under this Section:  
Retire from Cloverdale Community School Corporation (i) after attaining age 60 plus completing 15 years of teaching at Cloverdale Community School Corporation, or (ii) after attaining age 55 and completing 30 years of teaching, plus completing 15 years of teaching at Cloverdale Community School Corporation. The present value of this benefit will be determined based on the following:
- C. The present value of this benefit will be determined based on the following:
1. Years of Service with Cloverdale Community School Corporation, plus a projection for years of service with Cloverdale Community School Corporation to assumed retirement age;
  2. Assumed retirement age of 59
  3. Assumed discount rate of 4½% for 2 years, 5½% for 2 years and 7% thereafter;
  4. Use \$50 per accumulated sick leave day as of June 30, 2005 over 70 days with a maximum of 192 days;
  5. Use \$100 per year of service with Cloverdale Community School Corporation as of June 30, 2005 and years projected to assumed retirement age;
  6. Subtract the amount of contributions the School Corporation deposited under Section 13 in years through the 2004/2005 school year;
  7. Calculate the present value using 7.65% reduction for FICA taxes.
- D. Each eligible teacher's present value amount will be deposited into a 401(a) plan account for the teacher in 2005 from the SB 199 bond proceeds.
- E. This account will be vested at the earlier of (i) attainment of age 60 and completion of 15 or more years of teaching, or (ii) attainment of age 55 and completion of 30 or more years of teaching. If an eligible teacher dies while in active service with Cloverdale Community School Corporation, their account will be vested and paid pursuant to the 401(a) plan.
- F. Each school year thereafter, the School Corporation shall buyout any accumulated sick leave days over 70 at the rate of \$40 per day. This amount shall be deposited into a 401(a) plan account for the teacher. This account shall be 100% vested at all times.
- G. At retirement after having met the requirements in E, the teacher will be paid \$50 per remaining accumulated sick leave day. This amount will be deposited into a 401(a) plan account for the teacher. This account shall be 100% vested at all times.

## 12. RETIREMENT BUY-OUT (SB 199 BUYOUT)

- A. This Section applies only to teachers who are employed for the 2004/2005 school year who do not retire by the end of the 2009-2010 school year, but who retire having met the following requirements: Retirement from Cloverdale Community School Corporation (i) after attaining age 60 plus completing 15 years of teaching at Cloverdale Community School Corporation, or (ii) after attaining age 55 and completing 30 years of teaching, plus completing 15 years of teaching at Cloverdale Community School Corporation.
  - 1. At retirement, an eligible teacher is eligible for a deposit to an individual VEBA account in an amount equal to the lesser of (i) the annual School Corporation cost of single medical coverage at the time of that teacher's retirement under the PPO 750 plan option or (ii) \$5,000, times a factor equal to the number of years (to nearest month) between the eligible teacher's actual age at retirement and Medicare eligibility as prescribed by 42 USC 1395, et. seq., and as in effect on June 30, 2005. The teacher must have been on a family or single medical coverage plan with Cloverdale Community School Corporation at the time of that teacher's retirement to be eligible for this benefit.
  - 2. The VEBA account balance will then be available for any qualified medical expenses, as determined under the Internal Revenue Code.
- B. The School Corporation shall fund a pooled VEBA account, which shall be used to fund the individual VEBA accounts at retirement under this Section.

## 13. SUPPLEMENTAL CONTRIBUTIONS

- A. Each employee shall have the option of investing the tax-deferred annuities to the maximum allowable under federal law in a 403(b) vehicle, of which up to one hundred fifty dollars (\$150) of the employee's salary shall be matched by the employer on a dollar for dollar basis. The employer matching contribution will be made to a 401(a) plan account. Teachers at the top of each salary schedule (BS or MS) shall have \$550 contributed to the teacher's 401(a) plan. The employer shall deposit matching funds during the month of June for each employee into an account for the employee.
- B. School employees will have the option of continuing to invest their dollars in tax deferred annuities for which money is already being deducted from the employee's salary.
- C. All contributions made by the employee and the employer on behalf of the employee are vested.



14. GROUP HOSPITAL AND MEDICAL INSURANCE

A. The Board of School Trustees shall continue to offer either a single or family plan. For 2020-2021 the amounts shall be as follows:

Plans	Total Premium Cost	Annual Amount Paid by Corporation Per Employee	Annual Amount Paid by Employee	Monthly Amount Paid by Employee
Plan 6 Single (Teachers)	\$9,360.00	\$7,867.00	\$1,493.00	\$124.42
Plan 6 Family (Teachers)	\$21,348.00	\$17,068.00	\$4,280.00	\$356.67
Plan 7 Single (Teachers)	\$8,100.00	\$6,904.00	\$1,196.00	\$99.67
Plan 7 Family (Teachers)	\$17,304.00	\$13,855.00	\$3,449.00	\$287.42
Plan 8 PPO Single (Teachers)	\$11,388.00	\$8,563.00	\$2,825.00	\$235.42
Plan 8 PPO Family (Teachers)	\$25,968.00	\$18,229.00	\$7,739.00	\$644.92

The Association recognizes the need for compliance with HEA 1260 and agrees to not place the Corporation in a position above 108%. Therefore, the parties agree that should any of the contributions listed above create a violation of HEA 1260, the contributions will be adjusted through mutual agreement to assure compliance with the law at the level of 108%.

- B. Any part-time teacher on a regular teaching contract wishing to participate in the health insurance plan sponsored by the Cloverdale Community Schools may do so, but the Cloverdale School Corporation will prorate the amount of its contribution for that teacher according to the percent of time that teacher is employed in the school corporation.
- C. The School Board will not make any contribution toward the premium of health insurance carried by any teacher other than the group plan approved by the School Board.
- D. When refunds are made by insurance companies on teacher group policies, such refunds shall be returned to the teachers who paid the premiums on a prorated basis.

15. GROUP TERM LIFE INSURANCE & SECTION 125 PLAN

A. A fifty thousand dollar (\$50,000.00) group life insurance plan shall be available for each full time teacher employed by the Cloverdale Community School Corporation. Teachers desiring to participate shall contribute one dollar (\$1.00) annually toward the annual premium and the Board of School Trustees shall contribute the remainder of the annual premium.

- B. An enrollment form shall be filed by each teacher wishing to participate in group term life insurance with the Superintendent of Schools by September 15th of each year. Employee must file within 30 days of first day of employment for health, life and LTD.
- C. The school corporation will institute a Section 125 plan with a second generation. (Cancer coverage option - subject to availability).
- D. Retired teachers shall have the option of maintaining the life insurance at their own expense until age seventy (70). The value of the policy shall be in accordance with the policies of the insurance carrier.

16. LONG TERM DISABILITY

The Board shall purchase an LTD program that includes a 66 2/3% benefit to age 65. The Board shall pay all but \$1.00 of the cost.

17. SICK LEAVE BANK

The purpose of the Sick Leave Bank is to relieve its members of undue financial burdens due to illness, injury, or incapacitation sufficiently severe to make his/her presence in school inadvisable.

- A. Membership in the Sick Leave Bank shall be open to all certificated school personnel in the Cloverdale Community School Corporation. Participation shall be on a voluntary basis.
- B. To become a member, certificated school personnel shall contribute one (1) day to the Sick Leave Bank. A Sick Leave Bank contribution form shall be signed and filed in the superintendent's office. New members must file the form by October 1<sup>st</sup>.
- C. The total number of sick leave bank days shall be set at 100 in the bank and 50 in escrow. Additional days may be added to the escrow by teachers joining the sick leave bank. In the event that days held in escrow are insufficient to return the bank to one hundred (100) days, members will donate another day.
- D. Days not used and those held in escrow will be carried over to the next year.
- E. Only members of the Sick Leave Bank may qualify for the use of the days in it.
- F. A member shall not use more than sixty (60) days from the Sick Leave Bank in a contractual year with a lifetime cap of one hundred twenty (120) days. Members of the Sick Leave Bank may apply for no more than twenty (20) days at one time. If more days are needed once the first twenty (20) days have been used, the member may apply for up to twenty (20) more. The Sick Leave Bank committee will reconvene to determine if additional days will be granted. Each time days are

granted, the member must first go five (5) days without pay. This process can occur three times in one contractual year. Sick Leave Bank days shall not be used during the summer employment in the Cloverdale Community Schools.

- G. A member shall not collect from the Sick Leave Bank while collecting under Workman's Compensation provision in Article III, paragraph 6 (Employment Injury Leave) of the Master Contract.
- H. A member on maternity leave may use accumulated sick leave days as part of her leave if necessary. Once a member on maternity leave meets the criteria in paragraph 17-I below, she may apply for sick leave bank days to extend her leave to six weeks after the birth. The teacher will not be eligible for using sick leave bank days beyond six weeks after the birth of the child unless a doctor documents a medical complication after birth.
- I. A member may apply for use of days in the Sick Leave Bank ONLY after the following terms are met: (1) his/her own sick leave and personal leave days have been used, and (2) five consecutive school days have passed and consequent loss of pay has occurred.
- J. All applications for the use of days from the Sick Leave Bank must be submitted in triplicate on the Sick Leave Bank request form with one (1) copy to be returned to the applying member with the Governing Board's decision, one (1) copy to remain in the files of the Secretary of the Cloverdale Education Association, and one (1) copy for the files of the Superintendent of the Cloverdale Community School Corporation. In cases of serious illness, making it impossible for the requesting member to complete the request form, the next of kin may make the application.
- K. A doctor's statement of the illness and an estimation of time needed before the member can return to work must accompany the application.
- L. The Governing Board of the Sick Leave Bank shall consist of the Superintendent of the Cloverdale Community School Corporation, one School Board Member, and three members (one from each building) of the Sick Leave Bank to be appointed by the Executive Committee of the Cloverdale Education Association. The Governing Board of the Sick Leave Bank shall elect a Chairperson who shall be responsible for calling all meetings when notified of a request by the Superintendent's office.
- M. The Sick Leave Bank Governing Board may grant, deny, or suspend grants of sick leave days from the Sick Leave Bank. Its judgment and/or decision shall be final. Three members of the Sick Leave Bank Governing Board shall constitute a majority.

- N. A copy of accumulated Sick Leave Bank days as established in this contract will be kept in the Superintendent's office and with the CEA President.
18. COMPENSATED RELEASE TIME – ANCILLARY DUTY COMPENSATION
- A. Teachers serving on a textbook adoption committee/grade level shall have one half day release time for that purpose. This time shall be scheduled by the administration.
- B. Teachers who must write IEP's shall have one-day release time for that purpose. This time shall be scheduled with the building administration and may be in one-half (1/2) day increments.
19. ASSOCIATION DAYS
- A. The President of the CEA or CEA designee will be granted eight days per school year to conduct Association business as long as the day is verified and identified through the Superintendent's office.
20. PATERNITY LEAVE
- A. When a child is born to the wife of a male teacher, he shall be granted two days paternity leave with pay.
21. EARLY RETIREMENT INCENTIVE
- A. If the School Board would decide to offer an early retirement incentive to teachers during the 2019-2020 school year, then the Superintendent will notify eligible teachers of the terms of the early retirement incentive by no later than the last school day before Spring Break begins in 2020. If an early retirement incentive would be offered by the School Board during the 2019-2020 school year and an eligible teacher would like to accept the incentive, then such eligible teacher must notify the Administration of his/her intention to accept the early retirement incentive by no later than May 1, 2020.
22. ATTENDANCE INCENTIVE
- A. If a teacher uses zero (1), one (1), or two (2) days only of sick/personal leave days during the school year, the corporation shall provide the amount of four hundred dollars (\$400) to be deposited into the teacher's 401(a) account prior to the beginning of the following school year.
23. The Board agrees to pay the cost for current employees of any and all expanded criminal history checks and expanded child protection checks that are required by the School Corporation per I.C. 20-26-5-10. This provision shall only apply to current employees and is inapplicable to applicants for employment.

**APPENDIX A-1  
CLOVERDALE COMMUNITY SCHOOL CORPORATION  
SALARY SCHEDULE  
2020-2021**

<u>Levels</u>	<u>Bachelors</u>	<u>Masters</u>
0	\$34,961	\$37,161
1	\$36,061	\$38,261
2	\$37,161	\$39,361
3	\$38,261	\$40,461
4	\$39,361	\$41,561
5	\$40,461	\$42,661
6	\$41,561	\$43,761
7	\$42,661	\$44,861
8	\$43,761	\$45,961
9	\$44,861	\$47,061
10	\$45,961	\$48,161
11	\$47,061	\$49,261
12	\$48,161	\$50,361
13	\$49,261	\$51,461
14	\$50,361	\$52,561
15	\$51,461	\$53,661
16		\$54,761
17		\$55,861
18		\$56,961
19		\$58,061
20		\$59,161
21		\$60,261
22		\$61,361
23		\$62,461
24		\$63,561
25		\$64,661
26		\$65,761

## APPENDIX A-2

### COMPENSATION MODEL

#### **General Eligibility Criteria for 2020-2021 School Year:**

1. The teacher must have been evaluated as highly effective or effective in the prior school year, unless eligible under I.C. 20-28-9-1.5(f).
2. The teacher must have been employed at least 120 days in the prior school year.

#### **Typical Factors and Definitions:** SUSPENDED FOR THE 2020-2021 SCHOOL YEAR

These typical factors and definitions will be suspended for the 2020-2021 school year. The factors and definitions applicable for the 2020-2021 school year may be found in the "Transition to the 2020-2021 Salary Schedule" and "Factors and Definitions for the 2020-2021 School Year" sections below.

The Cloverdale Community School Corporation Compensation Model is based upon the following factors:

#### Factor 1: Teacher Evaluation

The teacher must receive an evaluation rating of Effective or Highly Effective for the prior school year.

#### Factor 2: Education

This factor is limited to a teacher newly completing and possessing a content area Master's degree beyond the requirement for employment. Eligible content areas are those defined by the IDOE in which the teacher currently teaches.

#### **Transition to the 2020-2021 Salary Schedule**

To address the IEERB's non-compliance finding in the School Corporation's last audit report, the parties have increased each cell in the Bachelor's column by \$500.00 and adjusted the education factor to meet the 50% requirement. Each Bachelor's teacher who meets the eligibility criteria set forth above and the definition of the Meeting Academic Needs of Students factor set forth below will be placed on the salary schedule in the same column and row as that teacher's previous placement and, therefore, will receive a \$500.00 increase to his/her prior school year's base salary.

Each Masters teacher will be placed on the salary schedule in the same column and at the same base salary (without regard to row) as that teacher's previous placement.

The parties have also agreed that after applying the increase to the cells in the Bachelors column as described above, the salary schedule will be increased across the board in each cell in both the Bachelors and the Masters lane by \$550.00. Each teacher who meets the eligibility criteria set forth above and the definition of the Evaluation factor set forth below will receive the \$550.00 across the board increase added to his/her prior school year's base salary.

For the 2020-2021 school year, there will be no movement by any teacher within the salary schedule. The only increases a teacher may receive are those described herein.

**Factors and Definitions for the 2020-2021 School Year:**

Factor 1: Meeting Academic Needs of Students

The importance of retaining all Bachelors teachers at the School Corporation to provide educational continuity for students.

Factor 2: Teacher Evaluation

The teacher must receive an evaluation rating of Effective or Highly Effective for the prior school year.

**Typical Salary Distribution Description – SUSPENDED FOR 2020-2021 SCHOOL YEAR**

This typical salary distribution provision will be suspended for the 2020-2021 school year. The salary distribution provision for the 2020-2021 school year may be found in the “Salary Distribution Plan for the 2020-2021 School Year” section below.

Row advancement and column advancement will be permitted in accordance with this model for all returning teachers who meet the general eligibility criteria and applicable factors set forth above.

A teacher qualifies to advance a step in the Bachelors column by receiving an evaluation rating of Effective or Highly Effective. Each step in the BS column is an additional eleven hundred dollars (\$1,100.00).

A teacher qualifies to advance a step in the Masters column by receiving an evaluation rating of Effective or Highly Effective. Each step in the MS column is an additional eleven hundred dollars (\$1,100.00).

To move horizontally from the Bachelors column to the Masters column, a teacher must 1) receive an evaluation rating of Effective or Highly Effective; and 2) meet the definition of the education factor. Each horizontal move consists of \$1,100 for meeting the evaluation factor and \$1,100 for meeting education factor. Transcripts must be

submitted to the Central Office by September 15<sup>th</sup> for movement from the BS Column to the MS Column.

A move on this salary schedule is either:

1. A move down one step (within a column); or
2. A horizontal move from the BS to the MS column.

**Salary Distribution Plan for the 2020-2021 School Year:**

Meeting Academic Needs of Students = \$500.00

Evaluation = \$550.00

The highest possible base salary increase a teacher may earn in the 2020-2021 school year is \$1,050.00.

Base salary increases for the 2020-2021 school year will be paid retroactively to July 1, 2020. A retro check will be issued to teachers.

**Salary Range:**

Base salaries for 2020-2021, prior to any increases, range from \$33,911 to \$64,111.

Base salary for 2020-2021, after increases are applied, range from \$34,961 to \$65,761.

**Redistribution Plan for 2020-2021 School Year:**

The money that would otherwise have been allocated for the salary increase of a teacher rated Ineffective or Improvement Necessary shall be equally distributed to teacher rated Effective or Highly Effective, in the form of a stipend. Those teachers not eligible for a salary increase will remain at their prior year's base salary.

**New Hire Salary Placement:**

Beginning teachers without any experience will begin at the lowest base salary. Any teacher joining staff at CCSC with previous experience will be placed at a step that mirrors a current teacher at Cloverdale based on years with INPRS (TRF) as well as education. New teachers may qualify for a signing bonus in hard to fill positions up to a maximum of \$1,500, which bonus will be paid as determined by the Superintendent.

**One-Time Stipend for 2020-2021 School Year**

All Masters teachers will receive a one-time stipend in the sum of \$750.00, which will be paid by December 18, 2020.



**APPENDIX B  
EXTRA-CURRICULAR BASE  
2020-2021**

Position	
Head Baseball	3,208
Assistant Baseball	1,969
Middle School Baseball	1,488
Middle School Softball	1,488
Boys Varsity Basketball	5,885
Boys JV Basketball	3,017
Boys 9 <sup>th</sup> Grade Basketball	2,615
Boys 8 <sup>th</sup> Grade Basketball	2,109
Boys 7 <sup>th</sup> Grade Basketball	2,109
Boys 6 <sup>th</sup> Grade Basketball	963
Boys 5 <sup>th</sup> Grade Basketball	617
Girls Varsity Basketball	5,885
Girls Assistant Varsity Basketball	3,017
Girls 8 <sup>th</sup> Grade Basketball	2,109
Girls 7 <sup>th</sup> Grade Basketball	2,109
Girls JV Basketball	3,017
Girls 6 <sup>th</sup> Grade Basketball	963
Girls 5 <sup>th</sup> Grade Basketball	617
High School Cross Country	3,181
MS Cross Country	1,488
Varsity Football	6,011

Position	
Assistant Varsity Football	2,762
Assistant Varsity Football	2,762
Assistant Varsity Football	2,762
9 <sup>th</sup> Grade Football	2,652
7 <sup>th</sup> Grade Football	1,787
8 <sup>th</sup> Grade Football	1,787
7 <sup>th</sup> -8 <sup>th</sup> Grade Assistant Football	1,588
Boys Golf	3,008
Girls Golf	3,008
Boys Track	3,181
Boys 7 <sup>th</sup> -8 <sup>th</sup> Track	1,534
Girls Track	3,181
Girls 7 <sup>th</sup> and 8 <sup>th</sup> Grade Track	1,534
Head Volleyball	3,208
Assistant Volleyball	1,969
8 <sup>th</sup> Grade Volleyball	1,647
7 <sup>th</sup> Grade Volleyball	1,647
Head Softball	3,208
Assistant Softball	1,969
Varsity Wrestling	3,458
Assistant Wrestling	1,928
7 <sup>th</sup> -8 <sup>th</sup> Grade Wrestling	1,488

Position	
Assistant 7 <sup>th</sup> -8 <sup>th</sup> Grade Wrestling	1,488
Student Council	1,696
Student Council	1,066
MS Student Council	412
EL Student Council	149
Ambassadors	309
HS Band	2,985
MS Band	1,041
HS Choir	1,015
MS Choir	708
Varsity Cheerleaders	1,750
7 <sup>th</sup> -8 <sup>th</sup> Grade Cheerleaders	1,055
CES Academic Coach	300
CES Destination Imagination Coach	300
CMS Academic Coach Coordinator	600
CMS Academic Coach	300
CHS Academic Coach Coordinator	600
CHS Academic Coach	300
CHS Speech/Debate	300
Depauw-Shakespeare Liaison	300
HS Applied Arts Lead Teacher	515
HS Fine Arts Lead Teacher	515

<b>Position</b>	
HS Health/PE Lead Teacher	515
HS Language Arts Lead Teacher	515
HS Math Lead Teacher	515
HS Science Lead Teacher	515
HS Social Studies Lead Teacher	515
HS Special Ed. Lead Teacher	515
MS Health/PE Lead Teacher	515
MS Language Arts Lead Teacher	515
MS Math Lead Teacher	515
MS Science Lead Teacher	515
MS Social Studies Lead Teacher	515
MS Applied Arts Lead Teacher	515
MS Special Ed Lead Teacher	515
EL Lead Teacher – K	515
EL Lead Teacher 1 <sup>st</sup> Grade	515
EL Lead Teacher 2 <sup>nd</sup> Grade	515
EL Lead Teacher 3 <sup>rd</sup> Grade	515
EL Lead Teacher 4 <sup>th</sup> Grade	515
EL Lead Teacher P.E./Health	515
EL Lead Teacher Special Ed.	515
12 <sup>th</sup> Grade Sponsor	373
12 <sup>th</sup> Grade Sponsor	373
11 <sup>th</sup> Grade Sponsor	520

<b>Position</b>	
11 <sup>th</sup> Grade Sponsor	520
10 <sup>th</sup> Grade Sponsor	186
9 <sup>th</sup> Grade Sponsor	186
FCCLA	225
BPA	225
Winter Guard	308
Science Club	186
National Art Honor Society	186
National Spanish Honor Society	186
National Honor Society	186
FCA	186
HS Newspaper	186
MS Newspaper	186
HS Yearbook	894
MS Yearbook	430
Weight Room	4,775
MS Lead Teacher 5 <sup>th</sup> Grade	515
MS Lead Teacher 6 <sup>th</sup> Grade	515
MS Lead Teacher 7 <sup>th</sup> Grade	515
MS Lead Teacher 8 <sup>th</sup> Grade	515
AP Coordinator	515
Thespians	1,342
MS Drama Director	785
MS Drama Assistant Director	500

<b>Position</b>	
Robotics Coach MS	1,200
CES Academic Coach	300
CMS Academic Coach	300
CMS Academic Coach	300
CHS Academic Coach	300
CHS Academic Coach	300
CHS Academic Coach	300
CPI Trained Teachers (Current Cap)*	300
RTI Committee Members	300
Technology Integration Comm Members (Current Cap)**	600
Choice Director	515

Teachers with an ECA amount of \$800 or less shall receive their full payment at the end of the season or end of the school year, once the task has been completed.

\*The number of CPI Trained Teachers has not been bargained. The “current cap” reference is included for informational purposes only. For the 2020-2021 school year, the cap will be set at 15.

\*\*The number of Technology Integration Committee Members has not been bargained. The “current cap” reference is included for informational purposes only. For the 2020-2021 school year, the cap will be set at 2 teachers per building.

## APPENDIX C

### 2020-2021 PAYROLL SCHEDULE

PAYDAY	PERIOD ENDING	DAYS
August 28	August 21	9
September 11	September 4	10
September 25	September 18	9
October 9	October 2	10
October 23	October 16	5
November 6	October 30	10
November 20	November 13	10
December 4	November 27	7
December 18	**December 11**	10
January 8	January 1**	5
January 22	January 15	10
February 5	January 29	10
February 19	February 12	10
March 5	February 26	10
March 19	March 12	10
April 2	March 26	5
April 16	April 9	10
April 30	April 23	10
May 14	May 7	10
May 28	May 21	10
June 11	June 4	4
June 25	June 18	
July 9		
July 23		
August 6		
August 20		
Total		184

\*\* Please note 3 weeks between pays.