

MASTER CONTRACT

between

**RANDOLPH SOUTHERN
CLASSROOM TEACHERS ASSOCIATION**

and

**BOARD OF SCHOOL TRUSTEES
Of
RANDOLPH SOUTHERN SCHOOL CORPORATION**

2018-2019 – Salary, Wages & Fringe Benefits

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ARTICLE I

A. Recognition

The Board of School Trustees of the Randolph Southern School Corporation recognizes the Randolph Southern Classroom Teacher's Association as the exclusive representative of certified school employees in the following unit: All certified employees employed in certified positions, as defined in Indiana Code 20-29-6-1 to 20-29-6-18 (Collective Bargaining Law), in the Randolph Southern School Corporation except for Superintendent, Principals, Athletic Director, High School Guidance Director, and substitute teachers. Varsity Boys and Girls head basketball coaches remain in the unit but their extra-curricular compensation for coaching basketball will not be included as a negotiated item.

B. Definitions

1. The term "teacher" when used in this Contract shall refer to all certificated employees except for the Superintendent, Principals, Athletic Director, High School Guidance Director, and substitute teachers.
2. When references are made to masculine gender in this Contract, it also includes the feminine gender.
3. The terms Randolph Southern School Corporation and Randolph Southern Classroom Teachers Association (C.T.A.) shall include any person(s) authorized by either party to act in their behalf.

C. Other Terms

1. The agreements in this Contract shall supersede any rules, regulations, or practices of the Board that are contrary to or inconsistent with the terms herein.
2. Any individual Contract between the Randolph Southern School Corporation and an individual teacher shall be consistent with the terms and conditions of this Contract.
3. If any provisions of this Contract or any application of this Contract to any employee is held to be contrary to law, then such provision or application 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 II

A. 2018-19 Base Increase / Stipend / Performance Pay

The school corporation will contribute a total of \$25,900 to the base salary of twenty-one (21) Highly Effective and Effective teachers using the RSSC Reduce the Gap Teacher Compensation Model. A teacher must have taught at Randolph Southern School Corporation in 2017-18 and remained at Randolph Southern School Corporation for the 2018-19 school year in order to be eligible for the base salary increase or a stipend. A copy of the RSSC Reduce the Gap Teacher Compensation Model will be provided to teachers. The school corporation will contribute \$12,009.90 divided among nine (9) Highly Effective and Effective teachers using the stipend scale attached. The stipend scale was not bargained and is only listed for informational purposes.

Teacher Appreciation Grant Funds will be distributed among thirty (30) and five-sevenths (5/7) Highly Effective and Effective teachers. Teachers rated as Highly Effective shall receive twenty-five percent (25%) more than the stipend given to teachers rated as Effective. Funds will be distributed at the first available payroll following receipt of funds from the IDOE. A teacher must have taught at Randolph Southern School Corporation in 2017-18 and remained at Randolph Southern School Corporation for the 2018-19 school year in order to be eligible for the stipend. FICA/MED taxes, TRF, and 401A for each teacher will be deducted from the total Teacher Appreciation Grant issued. The Teacher Appreciation Grant Funds were not negotiated and is only listed for informational purposes.

B. Teachers who select the post-2002 severance plan shall have:

1. 1.75% for 2017-2018 added to their 401(a) plan for the first five (5) years of continuous employment with Randolph Southern.
2. 2.25% for 2017-2018 added to their 401(a) plan beginning with year six (6) through sixteen (16) of continuous employment with Randolph Southern.
3. 2.75% for 2017-2018 added to their 401(a) plan beginning with year seventeen (17) of continuous employment with Randolph Southern.

C. All teachers receiving their first compensation from Randolph Southern after June 30, 2002, will automatically participate in the corporation's 401(a) plan. Calculations will be made from the teacher's base salary.

- D. 401(a) contributions will be processed on a quarterly basis.
- E. Contributions shall be calculated using minus 3% contracted dollars.
- F. Notification to Superintendent of Intent to Retire.
 - 1. Before June 1 of the school year prior to the retirement year, a preliminary intent to retire notice shall be made to the Superintendent. Upon receipt of this letter, a \$2500 longevity stipend will be paid at the end of the school year once the notice of retirement is provided to the Superintendent and approved by the Board of School Trustees. Stipends will be contingent upon not placing the school corporation in deficit financing (IC 20-29-6-3). The teacher must have a minimum of 10 years experience in the Randolph Southern School Corporation to qualify for the longevity stipend. If an unforeseen circumstance occurs during the school year, the teacher may be eligible to receive the longevity stipend subject to school board approval. The teacher must be in good standing.
- G. Re-employment of Retired Teachers

Teachers who have officially retired under the provisions of Indiana law and have begun to draw upon earned benefits from the Indiana Teachers' Retirement Fund or a similar retirement fund from another state may be employed or re-employed by the Board at the sole discretion of the Board. Such retired persons who are employed under the provisions of IC 5-10.2-4-8 shall be paid not to exceed the average current full time teacher base salary. Persons employed under said provisions shall receive no additional benefits other than those explicitly required by applicable state and/or federal law.

ARTICLE III

RANDOLPH SOUTHERN SCHOOL CORPORATION

TEACHER COMPENSATION FOR EXTRA-CURRICULAR

- A. Extra-Curricular Salary Schedule
(All compensation bargained. The number of days & hours set by the Superintendent)
- B. Coaches and Extra-Curricular payments will be made per attached "Designation Of Extra-Curricular Salary" form.

BASKETBALL

BOYS ASSISTANT VARSITY

2,080.00

| | |
|-------------------------|----------|
| BOYS RESERVE | 2,080.00 |
| GIRLS ASSISTANT VARSITY | 2,080.00 |
| GIRLS RESERVE | 2,080.00 |
| BOYS EIGHTH | 1,213.00 |
| BOYS SEVENTH | 1,213.00 |
| GIRLS EIGHTH | 1,213.00 |
| GIRLS SEVENTH | 1,213.00 |
| BOYS 5TH | 261.00 |
| BOYS 6TH | 261.00 |
| GIRLS 5TH | 261.00 |
| GIRLS 6TH | 261.00 |

CROSS COUNTRY

| | |
|---------------|----------|
| VARSITY BOYS | 1,761.00 |
| VARSITY GIRLS | 1,761.00 |
| JUNIOR HIGH | 1,174.00 |

BASEBALL

| | |
|----------------------------------|----------|
| VARSITY | 2,075.00 |
| VARSITY ASSISTANT AND/OR RESERVE | 1,174.00 |
| JR. HIGH SUMMER | 340.00 |

SOFTBALL

| | |
|----------------------------------|----------|
| HIGH SCHOOL VARSITY | 2,075.00 |
| VARSITY ASSISTANT AND/OR RESERVE | 1,174.00 |
| JUNIOR HIGH | 340.00 |

GOLF

| | |
|---------|----------|
| VARSITY | 1,500.00 |
|---------|----------|

TRACK

| | |
|-------------------------|----------|
| BOYS VARSITY | 2,000.00 |
| GIRLS VARSITY | 2,000.00 |
| JR. HIGH (BOYS & GIRLS) | 1,328.00 |

VOLLEYBALL

| | |
|-----------------------|----------|
| VARSITY | 2,348.00 |
| RESERVE | 1,174.00 |
| 7 th GRADE | 850.00 |
| 8 th GRADE | 850.00 |

WRESTLING

| | |
|---------|----------|
| VARSITY | 2,000.00 |
|---------|----------|

| | |
|--|--|
| RESERVE | 1,000.00 |
| JR. HIGH | 1,000.00 |
| <u>TENNIS</u> | |
| VARSITY BOYS | 1,713.00 |
| VARSITY GIRLS | 1,713.00 |
| <u>CHEERLEADERS</u> | |
| VARSITY & JUNIOR VARSITY | 1,300.00 |
| JR. HIGH | 626.00 |
| <u>MUSIC</u> | |
| BAND DIRECTOR | 2,372.00 |
| CHORAL | 557.00 |
| SELECT CHOIR | 557.00 |
| SUMMER BAND | \$32.41 per hr./\$2,000.00 max per yr. |
| <u>SENIOR CLASS SPONSOR</u> | 651.00 |
| <u>JUNIOR CLASS SPONSOR</u> | 771.00 |
| <u>EXTRA-CURRICULAR ACADEMICS</u> | |
| STUDENT COUNCIL | 610.00 |
| ELEMENTARY STUDENT COUNCIL | 610.00 |
| NATIONAL HONOR SOCIETY | 531.00 |
| SPANISH CLUB | 733.00 |
| JR. HIGH NATIONAL HONOR SOCIETY | 300.00 |
| <u>ACADEMIC EXCELLENCE COACHES</u> | |
| JR/SR HIGH SCHOOL ENGLISH BOWL COACH | 761.00 |
| JR/SR HIGH SCHOOL MATH BOWL COACH | 761.00 |
| JR/SR HIGH SCHOOL SCIENCE BOWL COACH | 761.00 |
| JR/SR HIGH SCHOOL SOCIAL STUDIES BOWL COACH | 761.00 |
| JR/SR HIGH SCHOOL FINE ARTS/MUSIC BOWL COACH | 761.00 |
| JR/SR HIGH SCHOOL FINE ARTS/ART BOWL COACH | 761.00 |
| JR/SR HIGH SCHOOL BOWL COORDINATOR | 761.00 |
| JR/SR HIGH SCHOOL BOWL COMPETITION HOST | 258.00 |
| ELEMENTARY SPELL BOWL COMPETITION HOST | 258.00 |
| ELEMENTARY MATH BOWL COACH | 761.00 |
| ELEMENTARY SPELLING BOWL COACH | 761.00 |
| HIGH ABILITY COORDINATOR (2) | 772.00 |
| <u>OTHER ACTIVITIES</u> | |

| | |
|--|-----------------------|
| ART CLUB | 733.00 |
| JR.-SR. HIGH SCHOOL YEARBOOK MANAGEMENT AND PHOTOGRAPHY | 1,400.00 |
| S.A.D.D. | 447.00 |
| BOYS AND GIRLS 4-H (2) | 565.00 |
| BOWLING CLUB | 761.00 |
| ARCHERY CLUB | 761.00 |
| ATHLETIC SUPERVISOR (2) 50 events per position per year | 1,700.00 per position |

STIPENDS & HOURLY RATE

| | |
|--|----------|
| HOMEBOUND | 32.13 |
| CURRICULUM WRITING | 12.85 |
| CURRICULUM WRITING COORDINATOR | 12.85 |
| SUMMER SCHOOL INSTRUCTOR | 33.41 |
| FRIDAY NIGHT AFTER SCHOOL SUPERVISION Up to 4x-per month & 1 Supervisor assigned by Principal | 15.00 |
| STATE APPROVED MENTOR TEACHER STIPEND | 200.00 |
| F.F.A. | 4,113.00 |

ARTICLE IV

PROFESSIONAL COMPENSATION

- A. Paychecks or direct deposits will be distributed to the teachers at their regular building assignment or banking facility throughout the school year. Basic salaries for teachers shall be paid in twenty-four (24) payments. Paydays will be on the 7th and 22nd day of each month. In the event that any payday falls on the weekend or a school holiday, checks or direct deposits will be distributed on the Friday before the weekend or the last school day prior to the holiday. Some flexibility may be required to accommodate Christmas vacation and technical difficulties. Pay advices are emailed by the 7th and 22nd day of each month.

Extra-Curricular Contract Payment Options:

Teachers and Coaches will be paid in a timely manner after duties have been fulfilled and authorization has been provided by the Athletic Director or Principal.

Teachers and Coaches who have an extra-curricular contract will have the following options for payment:

1. Winter coaches and year round extra-curricular sponsors will receive their stipends in two payments. Fifty (50%) percent will be paid

prior to Christmas. The remaining fifty (50%) percent will be paid at the conclusion of the season or school year.

2. Spring and Fall Coaches will be paid in one lump sum at the end of the season.
- B. Teachers resigning employment effective at the end of the school year or teachers whose contracts are terminated for reduction in force reasons will continue to be covered by the Corporation's fringe benefits package until they have been issued their last pay check.
 - C. Deductions for personal absences not covered by the provisions of this contract will be made at a rate commensurable with the number of contracted days (Annual school year salary divided by the number of contracted days).
 - D. For the purpose of determining the number of years' experience, credit will be given for each year of military service up to the maximum of four (4) years. A minimum of nine (9) months shall be deemed equivalent to one (1) year of teaching experience provided that such experience took place within the regular school year. The above shall apply to all veterans who were honorably discharged.
 - E. The Corporation will provide liability insurance in the amount of two million (\$2,000,000) dollars. One million (\$1,000,000) dollars of this will be covered under the excess umbrella liability plan.
 - F. School vans and mini-buses shall be provided for transportation to conferences and activities approved by administration. If transportation is unavailable, the teacher shall request, with approval of the Superintendent, to be reimbursed at the rate of fifty-six cents (\$0.56) per mile. Claims shall be made monthly on or before the first (1st) day of the month following the month of the claim for reimbursement.
 - G. Teaching experience will be computed as follows:
 1. One year of creditable service is earned for 120 days of service worked in a state fiscal year (July 1 through June 30).
 2. Sixty to 119 days of service in a fiscal year earns one-half of a year of creditable service.
 3. Two 1/2 years will be credited as one year on the Teacher Compensation Model.
 4. Any experience recognized by the State Teachers Retirement Fund shall also be recognized by this school corporation.

ARTICLE V

COMPENSATED LEAVE

A. Sick/Personal Leave

Sick/Personal leave, which may be taken in 1/2-day segments, shall be credited annually to each Teacher on the first day of the new school year as follows:

1. Ten (10) days for a Teacher who has signed his first regular teaching contract.
2. Ten (10) days every year thereafter.
3. Three (3) days of personal leave.
4. Unused personal leave days shall accumulate as personal leave days.
5. There is no monetary payout for Sick/Personal Leave days remaining upon retirement, resignation, or termination.

B. Unused sick leave shall be permitted to accumulate to a total of ninety days (90) days per IC 20-28-9-9.

C. Illness in immediate family

1. All Teachers shall be granted up to five (5) days each school year to be deducted from sick/personal leave for hospitalization, surgery, accident, or illness of the immediate family. This five (5) day limit may be extended by the Superintendent in an extended life-threatening situation. Any Teacher who does not have five (5) days of accumulative sick leave will be loaned the days necessary to reach five (5) days.

D. Bereavement Leave

1. In case of a death within the immediate family, the Teacher shall be granted up to five (5) days leave without loss of compensation. Immediate family means parent (step), child (step), spouse, mother/father in-law, sibling (step), grandchild (step), grandparent, or anyone domiciled within your residence.
2. In case of death(s) of a close friend or other relation, the Teacher shall be granted up to two (2) days each school year to be deducted from sick/personal leave.

E. Jury Duty

1. A Teacher called to serve on a jury will be paid regular pay for each day he/she is absent from work without the day(s) deducted from sick/personal leave.
2. The Teacher shall keep the court reimbursement to cover his/her personal expenses.

F. Professional Leave

1. The Superintendent will approve or disapprove all professional leave requests after each request has been approved by the building principal.
2. The Teacher shall submit a short written report to the Board highlighting the professional day. The teacher also has the option of giving an oral report to the Board.

G. Vested Teacher

A vested teacher, who has used sick leave days for the buy-out and suffers a catastrophic illness or accident prior to re-accumulating sixty (60) sick days, shall be protected by the Board as follows:

1. After the Teacher uses all remaining sick leave and personal days, the Board shall pay the Teacher 66-2/3% of his/her normal per diem salary until long-term disability becomes effective, or he/she is to return to work prior to using the long-term disability plan.
2. In the school year following his/her return, the Board shall grant five (5) sick days and use five (5) to recover the days borrowed during a catastrophic illness. This process will continue until days are paid back.

ARTICLE VI

FRINGE BENEFITS

A. Term Life Insurance

Each Teacher (optional) will be provided with a Fifty thousand (\$50,000) term life insurance policy at the annual cost of \$1. 00.

B. Medical Insurance

For each Teacher electing to participate in the medical insurance program, the Randolph Southern School Corporation shall pay up to the amount specified below with the teacher paying no less than one dollar (\$1.00) toward the plan of choice. The Randolph Southern Group Insurance Plan will have a deductible and stop loss dependent on the

chosen benefit plan.

SINGLE COVERAGE

Plan 1 (High Deductible Health Plan) & \$5,000 Deductible= \$6,181.08

Plan 2 (High Deductible Health Plan) & \$2,700 Deductible= \$6,181.08

FAMILY COVERAGE

Plan 1 (High Deductible Health Plan) & \$10,000 Deductible= \$6,181.08

Plan 2 (High Deductible Health Plan) & \$5,400 Deductible= \$6,181.08

HEALTH SAVINGS ACCOUNT (HSA) CONTRIBUTION

The Board will contribute a total of two thousand two-hundred fifty dollars (\$2,250.00) toward a Health Savings Account in nine (9) monthly installments beginning on October 22, 2018 through June 7, 2019 for members electing to participate in Plan 1 or Plan 2 (High Deductible Health Plan).

C. Long Term Disability Insurance

The Randolph Southern School Corporation shall pay the full cost less \$1.00 of the long-term disability insurance plan for each teacher enrolled in the Randolph Southern Corporation Group Long Term Plan.

D. Section 125

The parties agree that a Section 125 flexible benefits plan will be maintained by the School Corporation. The plan will provide for the following benefits, through salary reduction agreements: The teacher share of group health and long term disability premiums; medical care reimbursement accounts, dependent care assistance accounts, and other benefits as provided through the plan. The Corporation will pay for the cost of administration of the Section 125 plan and up to three dollars (\$3.00) a month for each teacher's participation fee.

E. Vision Insurance

Each teacher and eligible dependent will be provided with vision insurance, which will include certain benefits for examinations, lenses, and frames. The Randolph Southern School Corporation will pay all but one dollar (\$1.00) of the premium to a maximum of one hundred twenty five dollars (\$125.00).

F. Dental Insurance

Each teacher and eligible dependent can purchase dental insurance at the employee expense.

G. Full-Time and Part-Time Employees

Teachers who are regularly assigned to thirty (30) or more curricular hours per week at school shall be considered full-time employees for fringe benefit purposes and shall receive the Board fringe benefit contributions set out in this Article. For all other purposes, the regular full-time teaching week will be 37.5 hours (7.5 hours per day). Other than as set out above, any prorating of hours for part-time employees for purposes of Board fringe benefits contributions will be based on a full-time teaching week of 37.5 hours. For example, a teacher who is regularly assigned to 18.75 hours per week at school would be a half-time teacher and would receive 50% of the Board fringe benefit contributions set out in this Article.

H. Fringe Benefits

All fringe benefits will continue when the current contract expires, with any insurance premium percentage increase being negotiated with a new contract. This applies to Article VI, letters A, B, C, D, E & F.

ARTICLE VII

GRIEVANCE PROCEDURE

A. Definitions

1. A "grievance" is a claim by one (1) or more teachers or the Randolph Southern Classroom Teachers Association of a violation, a misapplication, a misinterpretation of this Contract.
2. The term "teacher" or the "Association" includes any individual or group of individuals within the bargaining unit.
3. The term "day" when used in the Article shall be school teaching (in session) days. During the summer recess, the term shall mean weekdays.

B. Purpose

1. The purpose of the grievance procedure is to settle equitably, at the lowest possible administrative level, issues that may arise from time to time with respect to specific claims of a violation, a misapplication, a misinterpretation of the provisions of this Contract. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure.
2. Nothing contained herein shall be construed to prevent any

individual teacher from presenting a grievance and having the grievance adjusted if the adjustment is not inconsistent with the terms of this Contract and Randolph Southern Classroom Teachers Association has been given an opportunity to be present at such hearing.

C. Procedure

1. The number of days indicated at each level shall be considered as maximum and every effort shall be made to expedite the process.
2. The time limits may be extended by mutual consent in writing by each party involved at each level.
3. Level One: A teacher with a grievance may initiate this procedure in the following way:
 - a. Within fourteen (14) days of the time the grievant first knew of the act or condition upon which it is based, he may approach the immediate superior concerned and discuss the matter.
 - b. In the event that the above is unsuccessful, the Teacher may file a formal grievance in writing. This form (See Appendix A) shall be filed in quadruplicate with one (1) copy to the grievant, one (1) copy to the immediate supervisor, one (1) copy to the Randolph Southern CTA and one (1) copy to the Superintendent. A formal grievance shall be filed as soon as possible, but in no event longer than fifteen (15) days after the disclosure of facts to the immediate supervisor as provided in Section C.3.a. herein above.
 - c. Within five (5) days of the filing of the formal grievance in writing, a conference shall take place involving the supervisor, and/or principal, grievant and a representative of the CTA. An answer in writing to the grievance shall be provided within five (5) school days after the conference by the building principal.
4. Level Two: If the grievance is not settled at Level One by a mutually satisfactory solution, the grievant may appeal to Level Two by a written notice given within ten (10) days of receiving a response of the Level One conference stating the grounds for the appeal. Within ten (10) days of filing a Level Two grievance, the Superintendent shall conduct a hearing involving the grievant, representative of the CTA, the supervisor and/or principal. The Superintendent shall send his written findings and rulings to all

parties involved within five (5) days of the hearing.

5. Level Three: If the grievance is not settled at Level Two, it may be appealed to the Board of Trustees of the Randolph Southern School Corporation by filing a written notice given within seven (7) days of the written answer at Level Two with the President of the Board. The Board has the option of meeting as a full body or it can appoint a Board designee (other than the Superintendent) to conduct the hearing.
 - a. The superintendent will arrange the hearing date, time and place.
 - b. The hearing shall be held within ten (10) school days from the time the Level Three grievance was received by the corporation office.
 - (1.) If a hearing officer is used, he shall forward his findings and recommendation to the Board prior to the next regularly scheduled school board meeting.
 - c. The Board has five (5) days after the board meeting in which the issue was addressed to forward its decision in writing to the grievant or grant the grievant the requested remedy.

D. Other Provisions

1. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.
2. All documents, communications, and records dealing with the procession of a grievance shall be filed separately from the personnel file of the participant(s) and are not a valid basis for evaluation or consideration of awarding any professional advantage to such a teacher.

ARTICLE VIII

INSURANCE COMMITTEE

- A. The Board and the Association shall each appoint members to serve on an Insurance Committee as needed. The purpose of this committee shall be to study and evaluate fringe benefits and recommend mutually agreeable changes of this contract to both parties.
 1. All proposed changes will include a time line for changes that is acceptable to the insurance companies.
 2. The Insurance Committee will consist of the Superintendent (or designee), school board member, 1 teacher from the elementary and

- 1 teacher from the high school.
- B. Any new health, term life, long term disability insurance carrier prior to implementation shall:
1. Be recommended by the Insurance Committee.
 2. Be ratified by the C.T.A.
 3. Be ratified by the Board.
- C. The Superintendent will coordinate the committee's activities.

ARTICLE IX

PROFESSIONAL DEVELOPMENT/CONTINUING EDUCATION REIMBURSEMENT

- A. Teachers are encouraged to attend professional development/continuing education in the area of their teaching responsibility.
1. Teachers may be requested by the administration to attend professional development activities. Cost of these activities will be paid by the Corporation.
 2. Teachers may request to attend professional development activities, and, if approved by the Superintendent, expenses will be paid by the Corporation.
- B. Those teachers participating in a license renewal program will be reimbursed up to \$250 at the completion of the program for continuing education. Any of the following provisions apply:
1. The teacher is working on license renewal for an emergency license.
 2. The teacher is working on license renewal for a continuing education program that has a designated requirement (i.e. 6 credit hours in 5 years for renewal).
 3. The teacher provides the Corporation Treasurer with proof that classes, workshops, or seminars were completed and payment has been made.

ARTICLE X

TEACHER COMPENSATION MODEL

I. Hiring staff that bring with them experience and education:

The Superintendent shall have the authority to hire teachers with previous experience and education at the salary they were making at their previous employment and shall serve as the employee's base salary.

The Superintendent shall have the authority to offer an additional \$2,500 to the base salary of a prospective teacher to serve as an enticement and competitive edge to the school corporation. The additional \$2,500 will not exceed salary of a top teacher on the salary range.

The starting salary of a first year teacher with zero (0) experience is \$33,644.00.

The Superintendent has the authority to hire staff at a reduced rate if both parties are in agreement.

Reduce the Gap Formula

II. Salary Range

\$33,644 - \$59,518.59

III. Average and Gap

The average of the minimum and maximum teacher salary =
 $(\$32,144 + \$59,518.59) / 2 = \$45,831.30$

The gap between the minimum and maximum salaries =
 $(\$45,831.30 - \$32,144 = \$13,687.29)$

IV. Base Salary Increases

A. General Eligibility

1. A teacher must have taught at Randolph Southern School Corporation in 2017-18 and remained at Randolph Southern School Corporation for the 2018-19 school year in order to be eligible for the base increase.
2. Only teachers rated Highly Effective or Effective in the prior school year enter this compensation plan. Teachers that received a rating of Ineffective or Improvement Necessary remain at their prior year salary.

B. Factors and Definitions

1. Evaluation Rating- The teacher received a highly effective or effective rating for the prior year.

2. Year of Experience- Experience is defined as working at least 120 days at Randolph Southern the previous year. Certified staff that do not complete 120 days of paid service will not be eligible for additional compensation.
3. Instructional Leadership Activities Defined: An "Instructional Leadership Role" should require a teacher to perform duties or conduct activities of instructional value to other educators in the school on a sustained basis. These leadership opportunities are documented and approved by the building principal. An Instructional Leadership Role is exclusive of contractual compensated duties or assignments.

| | |
|---|-------------------------------|
| Title I & Title II Committees (6 pts) | Interview Committee (6 pts) |
| Wellness Committee (6 pts) | Insurance Committee (8 pts) |
| School Improvement Team (8 pts) | Discussion Team (8 pts) |
| Textbook Adoption Committee (8 pts) | Technology Board (8 pts) |
| Leadership Volunteer (2 pts per event) | High Ability Team (6 pts) |
| Teacher Assistant Team (6pts) | Jr./Sr. Dept. Chair (8 pts) |
| Grant Writing (non-stipend, 4-8 pts, max 8) | Plato Supervision (2 pts) |
| Lead Staff Development Activity (3 pts, max 6) | Jr. High Spelling Bee (2 pts) |
| Other Admin. Initiated Committees (6 pts) | FFA District Judging (2pts) |
| Supervise Student Teacher/Student Participant Teacher (10pts) | |

C. Distribution

1. Evaluation rating = \$400
2. Year of experience- The increase for experience is to reduce the gap.
 - a. Teachers with 0-4 years receive \$1000
 - b. Teachers with 5 years receive \$1,500
 - c. Teachers with 6-10 years receive \$500
 - d. Teachers with 11 years receive \$700
 - e. Teachers with 12-15 years receive \$250
 - f. Teachers with 16-20+ years receive \$0
3. Instructional Leadership (teacher must obtain 17 pts. to be eligible) = \$100

D. Redistribution

Any funds otherwise allocated for teachers who were ineffective or improvement necessary will be equally redistributed in a to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

V. Reduce the Gap Formula Calculation

New minimum salary = \$33,644

New maximum salary = \$59,518.59

New average = $(\$33,644 + \$59,518.59) / 2 = \$46,581.29$

New gap = $(\$46,581.29 - \$33,644) = \$12,937.29$

Gap reduced by = \$750.00

Stipend Distribution

1. A teacher must receive a Highly Effective or Effective rating to receive a stipend.
2. A teacher must obtain Instructional Leadership points (17) to be eligible for a stipend. The stipend will be reduced \$5.88 per point not obtained.
3. Distribution
 - a. Teachers with 12-15 years receive \$110
 - b. Teachers with 17-20 years receive \$475
 - c. Teachers with 21+ years receive \$1,190
 - d. Teacher (5/7) with 21+ years receive \$844.90

| Reduce the Gap Salary Increment Cost 2018-19 | | | | | | | | |
|---|--------------------|--|---|------------|---------------------|--------------------|--------------------|--------------------|
| Year of Experience | Number of Teachers | Evaluation Highly Effective or Effective | Instructional Leadership (17 pts. earned) | Experience | Total Base Increase | Stipend | Total Per Teacher | Total to RSSC |
| 0-4 | 11 | \$400.00 | \$100.00 | \$1,000.00 | \$1,500.00 | \$0.00 | \$1,500.00 | \$16,500.00 |
| 5 | 1 | \$400.00 | \$100.00 | \$1,500.00 | \$2,000.00 | \$0.00 | \$2,000.00 | \$2,000.00 |
| 6-10 | 2 | \$400.00 | \$100.00 | \$500.00 | \$1,000.00 | \$0.00 | \$1,000.00 | \$2,000.00 |
| 11 | 2 | \$400.00 | \$100.00 | \$700.00 | \$1,200.00 | \$0.00 | \$1,200.00 | \$2,400.00 |
| 12-15 | 2 | \$400.00 | \$100.00 | \$250.00 | \$750.00 | \$110.00 | \$860.00 | \$1,720.00 |
| 16 | 0 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 17-20 | 3 | \$400.00 | \$100.00 | \$0.00 | \$500.00 | \$475.00 | \$975.00 | \$2,925.00 |
| 21+ | 8 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$1,190.00 | \$1,190.00 | \$9,520.00 |
| 21+ (5/7) | 1 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$844.90 | \$844.90 | \$844.90 |
| | | | | | \$25,900.00 | \$12,009.90 | | \$37,909.90 |
| New Hires | 4 | New Hire (0) Experience Salary \$33,644 | | | \$1,500.00 | | | \$6,000.00 |
| | | | | | | | Grand Total | \$43,909.90 |
| **Stipends are listed for informational purposes only and were not negotiated** | | | | | | | | |

Supplemental Payment: Master's Degree Earned

The school corporation will provide a supplemental payment of \$3,000 in excess of the salary specified in the compensation plan to a teacher earning a Master's Degree from an accredited postsecondary educational institution in a content area directly related to the subject matter: (1) dual credit course; or (2) another course; taught by the teacher; or (3) elementary math, reading, or literacy.

Supplemental Payment: Dual Credit Classes Taught

Teachers that teach one or more Dual Credit Classes (AP/ACP) will receive \$1,000 per year in excess of their salary as a supplemental payment.

The Supplemental payments and stipends are listed for informational purposes and were not bargained.

Ancillary Duties

The school corporation may need to assign a teacher to teach an additional period for the entire school year or semester due to the academic needs of students. The additional period would require the teacher to sacrifice his/her prep period.

The teacher would be compensated as follows:

Step 1: Teacher Salary / # of Contracted Days = Daily Rate

Step 2: Daily Rate / (7) Periods Per Day = \$ Per Period

Step 3: \$ Per Period * # of Days Teaching = Total Payment (-) 3% TRF

Ancillary duties do not include covering a class period due to sporadic illness of a teacher or lack of substitute teachers. The language was discussed but not bargained.

ARTICLE XI

TERMS OF AGREEMENT

This contract shall be effective as of August 1, 2018 and shall continue in effect until June 30, 2019. This contract shall not be extended orally.

This contract is made and entered into at Lynn, Indiana on October 8, 2018, by and between the Board of School Trustees of the Randolph Southern School Corporation, County of Randolph, State of Indiana, and the Randolph Southern Classroom Teachers Association.

This contract is so attested to by the parties whose signatures appear below:

Board of Trustees of the
Randolph Southern School
Corporation

Randolph Southern Classroom
Teacher's Association



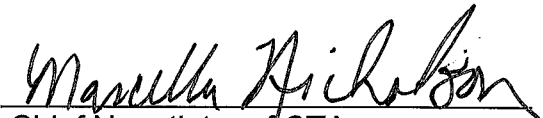
President
Michael Miller



CTA President
Christina Robinson



Chief Negotiator of the Board's Team
Donnie Bowsman



Chief Negotiator of CTA
Marcella Nicholson

Date: October 8, 2018

APPENDIX A

**RANDOLPH SOUTHERN SCHOOL CORPORATION
GRIEVANCE REPORT
(Submit to Principal in Quadruplicate)**

NAME OF GRIEVANT _____

BUILDING _____

ASSIGNMENT _____ DATE FILED _____

LEVEL ONE

A. Date Cause of Grievance Occurred _____

B. Statement of Grievance (Attached)
Relief Sought (Attached)

Signed Date

C. Disposition of Principal (Attached)

Signed Date

D. Position of Grievant (Attached)

Signed Date

LEVEL TWO

A. Date Received by Superintendent _____

B. Disposition by Superintendent (Attached)

Signed Date

C. Position of Grievant (Attached)

Signed Date

LEVEL THREE

A. Date Received by the Board of School Trustees _____

B. Disposition by the Board (Attached)

Signed Date

APPENDIX B

RANDOLPH SOUTHERN SCHOOL CORPORATION

DESIGNATION OF EXTRA-CURRICULAR SALARY

NAME: _____

ADDRESS: _____

City State Zip Date

Teachers who are employed to an extra-curricular contract will have the following options:

1. Winter coaches and year round extra-curricular sponsors will receive their stipends in two payments. 50% will be paid prior to Christmas. The remaining 50% will be paid at the conclusion of the season or school year.
2. Spring and Fall Coaches will be paid in one lump sum at the end of the season.
3. Teachers and Coaches will be paid in a timely manner after duties have been fulfilled and authorization has been provided by the Athletic Director or Principal.

I wish to have my extra-curricular stipend(s) paid as follows:

_____ 100% lump sum at end of athletic season or non-athletic activity.

_____ 50% will be paid prior to Christmas. 50% will be paid at the conclusion of the season or school year.

Employee Signature

Date

| <u>TEACHER</u> | <u>YEARS AT RSSC</u> <u>401A</u> | <u>PERF/TRF</u> <u>Indiana</u> | <u>TOTAL</u> <u>TEACHING</u> <u>EXPERIENCE</u> |
|---------------------|-------------------------------------|-----------------------------------|--|
| Ashbaugh, Penny | 11 | 11 | 11 |
| Bowman, Tiffany | 3 | 2.33/10.5 | 10.5 |
| Brown, Kay | 0 | 5 | 5 |
| Cash, Brittany | 2 | 2 | 2 |
| Clements, Tamra | 35 | 35 | 35 |
| Day, Lauren | 4 | 4 | 4 |
| Deckard, Curtis | 3 | 3 | 3 |
| Durbin, Randi | 0 | 0 | 0 |
| Glecker, Garret | 1 | 1 | 1 |
| Govin, Jared | 1 | 4 | 4 |
| Harris, Wendy 5/7 | 7 | 14 | 21 |
| Hinshaw, Amy | 20 | 20 | 20 |
| Kirkman, Megan | 2 | 2 | 2 |
| Kosisko, Mark | 24 | 23 | 25 |
| Knoll, Shianna | 0 | 0 | 0 |
| Lash, John | 5 | 4 | 5 |
| Markley, Shawna | 4 | 4 | 4 |
| McQueen, Courtney | 7 | 12 | 12 |
| Meyer, Dianne | 23 | 23 | 23 |
| Miller, Nick | 0 | 0 | 0 |
| Mosier, Melissa | 19.5 | 1.75/19.5 | 19.5 |
| Murray, Garrett | 1.5 | 1.5 | 7 |
| Nicholson, Marcie | 35.5 | 35.5 | 35.5 |
| Pike, Jordan | 3 | 3 | 3 |
| Price, Julie | 5 | 7.5 | 11.5 |
| Pruitt, Chelsea | 5 | .83 / 4.17 | 4.17 |
| Randall, Beth | 19 | 19 | 28 |
| Reed, Sarah | 35 | 35 | 35 |
| Reedy, Marlene | 18 | 10.5/15.5 | 15.5 |
| Ridgway, Tiffany | 4 | 4 | 4 |
| Robinson, Christina | 26 | 26 | 26 |
| Spillers, Cody | 1 | 1 | 1 |
| Stafford, Brenda | 0 | 0 | 6 |
| Stephan, Jerimy | 0 | 0 | 0 |
| Terhaar, LouAnn | 19 | 19 | 19 |
| Walker, Justin | 4 | 4 | 4 |
| Woodbury, Stacey | 22 | 21.5 | 22 |