

CONTRACT

Between

**The Board of School Trustees
of Carmel Clay Schools**



and the

Carmel Teachers' Association

**July 1, 2017
to
June 30, 2019**

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COLLECTIVELY BARGAINED AGREEMENT

Introductory Information

A. Parties to Agreement

This Contract is entered into this 1st day of July, 2017, by and between the Board of School Trustees of Carmel Clay Schools of Hamilton County, Indiana, hereinafter called the "Board", and the Carmel Teachers' Association, hereinafter called the "Association". As used in this Contract, "School Corporation" means the Carmel Clay Schools, and "Administration" means the Superintendent or a designee.

B. Recognition

In consideration of the mutual covenants hereinafter contained, the parties hereto agree as follows:

For the terms of this Contract, the Association is recognized by the Board as the exclusive representative as defined by Indiana Code 20-29-2-9, of a bargaining unit consisting of the following school employees of the Board.

INCLUDED: All certificated employees, as defined in Indiana Code 20-29-2-4, of Carmel Clay Schools of Hamilton County, Indiana (hereinafter called "teachers" and "long term substitute teachers") other than those excluded below:

EXCLUDED:

- Superintendent, assistant superintendents, directors and supervisors with corporation-wide responsibilities
- Confidential employees, and employees performing security work within meaning of Indiana Code 20-29-2-8
- Principals, assistant principals, administrative assistants, athletic directors, director of student activities, and

department chairs, all of whom have the responsibility for evaluating teachers

- Casual and short term substitute teachers.

Article 1: Contract Procedures

- A. This contract shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties in a written and signed agreement.
- B. Should any clause, portion, or paragraph of this Agreement be declared to be unenforceable, invalid, or illegal for any reason, it shall not affect the enforceability, validity, or legality of the remainder of this Agreement.

Article 2: Paid Leave for Association Business

The Association President, or his/her designee, shall be entitled to five (5) days each year for Association business without loss of compensation. An additional three (3) days will be made available for purposes of lobbying with the Indiana General Assembly. The Association may request that the Superintendent grant additional paid days for Association business, and the Superintendent, in his discretion, may grant or deny any such request. The Association may be billed by the Board for the cost incurred for substitute teachers.

Article 3: Grievance Procedure

1. A “grievance” is a claim by one teacher of a violation of an Article in this contract.
2. “Days” shall be defined as calendar days except during the summer recess when days shall be defined as week days when the Educational Services Center (ESC) offices are open for business.

3. Nothing in this Contract shall limit the right of any teacher having a grievance from discussing the matter informally with any appropriate Administrator.
4. A teacher who files a grievance may, upon request, have a representative present with them when the teacher files the grievance and at any meetings held to address the grievance.
5. The process for addressing a grievance is as follows:

Step 1:

- (a) Within twenty-five (25) days of the time the grievant first knew, or should have known, of the act or condition upon which the grievance is based, a written copy of the grievance shall be delivered to the Superintendent's Office.
- (b) Within ten (10) days after receiving the grievance, the Superintendent/designee will determine if a meeting with the grievant is necessary and, if so, will schedule a meeting to occur within seven (7) additional days or as soon thereafter as is convenient for the parties.
- (c) The Superintendent/designee will reply to the grievant within ten (10) days after the meeting is held or, if no meeting is held, within ten (10) days after the grievance is filed.
- (d) The Superintendent's designee (if one is used) shall send his/her decision to the Superintendent at the time it is presented to the grievant and the Association. If the grievance is denied by the designee, but is found by the Superintendent to be in violation of the terms of this Contract, he/she shall notify the grievant and the

Association within five (5) days of his/her receipt of the designee's decision that the designee's decision has been overruled.

Step 2:

If the teacher is not satisfied with the Superintendent/Designee's response, then the teacher has seven (7) days after the date of the Superintendent's response, or seven (7) days after the expiration of the Superintendent's five (5) day consideration period, whichever is less, to appeal the grievance to the Board of Education by providing written notice to the President of the Board and a copy to the Superintendent. The Board of Education will schedule a mutually agreeable time to hold a hearing on the appeal.

6. If the teacher does not file or appeal the grievance within the time periods set forth above, then the grievance will be null and void and cannot be pursued any further. If the Superintendent/designee fails to comply with any of the time periods above, then the grievance shall be deemed to be denied when said time period expires, and the teacher will have ten (10) days to appeal the grievance to Step 2.
7. The decision of the Board does not preclude a breach of contract lawsuit.

Article 4: Alternative Contracts

A. Part-time and Reduced Contracts

1. If a teacher is employed on a part-time basis < 50% of a regular teacher contract (therefore not eligible for insurance benefits), all pay and all paid leave days shall be pro-rated in accordance with the amount of time the teacher works as compared to a Full-Time Equivalent (FTE).

2. If a teacher is employed on a part-time basis at or more than 50% of a regular teacher contract, all pay, including eligible insurance benefits, and all paid leave days, shall be pro-rated in accordance with the amount of time the teacher works as compared to a Full-Time Equivalent.

3. Travel time will be applicable on days the teacher is required to travel between schools.

4. Teaching duties that equate to more than 80% of a full time contract will be made full-time and the teacher will be given a full-time 100% contract.

B. Job Sharing

1. If a teacher is employed on a job share, all pay, including eligible benefits, and all paid days shall be prorated.

2. Job share teachers shall move on the salary schedule the same as full-time teachers, except, as stated above, salary will be prorated. Upon return to full-time employment, they shall receive full salary credit for each year of job share teaching in which they received an effective or highly effective evaluation, as if they had been employed full time.

C. Long Term Substitute Teachers

1. A LTS Teacher will receive the going rate for substitute teachers in this Corporation for the first fifteen workdays of their initial employment as a LTS Teacher.

2. After his/her first fifteen work days as a LTS, he/she shall, for so long as he/she remains a LTS Teacher, receive a regular teacher's salary based on the negotiated teachers' salary model as provided for in Appendix A of this Contract. To the extent permitted by law, the District has the right to determine the initial placement of the LTS Teacher on the salary model. If it is determined to be unlawful for a contract

to authorize the District to do this, then for initial placement LTS Teachers will be placed on the salary schedule giving credit for all years of teaching experience and education. In that case, Row A would equal no experience, Row B would equal one (1) year of experience and so forth. However, if a LTS teacher has been rated Ineffective or Improvement Necessary in any given year or years, then those years will not count towards their placement.

3. Individuals who have served or are serving as LTS Teachers, upon subsequently receiving and accepting Regular or Temporary Teachers' Contracts, not associated with filling in for a leave of absence teacher, shall be granted full credit for all time served as an LTS teacher, if they receive an effective or highly effective evaluation.

4. LTS Teachers are not eligible for the group insurance programs (Article 9), retirement programs (Article 11), or Early Retirement/VEBA Trust Account (Article 12).

D. Home Instruction or Instruction in Hospitals and/or Institutions

A teacher employed to provide home instruction or instruction in hospitals and/or institutions shall be paid at his/her hourly rate.

Article 5: Academic/Experience Credit

A) Academic Credit (Education)

1. The Director of Human Resources must be notified in writing of content-area additional college or university course hours by August 1 or December 1 of each calendar year. Movement on the salary table due to additional content-area academic credit or degrees beyond the requirements for employment will take effect at the beginning of the semester following notification if otherwise permitted by law.

2. An official transcript of additional content-area course hours and degrees must be filed with the Director of Human Resources by October 1, following the August 1 notification, and February 1, following the December 1 notification.
3. Credit for additional hours toward or beyond a content-area degree, e.g., BA+15, BA+30, MA+15, MA+30, is subject to either a, or b, below.

Content area graduate hours may be used until, if ever, a post-graduate degree toward which they were earned is secured by the teacher.

Content area shall be defined as any content area, as defined by IDOE, in which the teacher currently teaches or any other content area approved by the superintendent.

B) Teaching Experience Credit

Teachers on reduced or alternative contracts shall have the number of teaching days accumulate. In the year in which the teacher's accumulated service reaches 120 days or more, the teacher will be credited with an additional year of service.

Article 6: Compensation

A) General Provisions Applicable to 2017-18 and 2018-19

1. The Board shall pay the teachers' 3% contribution to the Indiana State Teachers' Retirement Fund.
2. The teacher's daily rate shall be determined by dividing the teacher's contract salary by the number of contracted days.

3. The teacher's hourly rate shall be determined by dividing the teacher's daily rate by six (6).

4. Teachers on part-time regular teacher contracts shall have their pay and benefits pro-rated according to the terms listed in Article 4 (Alternative Contracts).

5. The District will pay for criminal history checks it requires of teachers during their employment. If the District required a teacher to get a criminal history check during his/her employment and the District did not pay for it, then the District will reimburse the teacher for the cost of the criminal history check.

6. Teachers working approved extended contract days shall receive their daily rate for the additional days worked.

7. Teachers selected by the District and who voluntarily perform approved ancillary duties outside regular school hours shall be compensated at the teacher's hourly rate. These ancillary duties include home bound instruction, credit recovery, and remediation.

Teachers selected by the District and who voluntarily perform ancillary duties outside regular school hours shall be compensated at the hourly rate of cell A-1 (B.S.). These additional ancillary duties include curriculum projects, and preparation for leadership of professional development.

8. Ancillary duty-Early Bird Program

Teachers selected by the District who voluntarily agree to work in the Early Bird Program, which occurs outside of the regular school day, shall be compensated at 1/6th of the teacher's base salary.

9. Those teachers hired on or before December 31, 2013, whose compensation would have been adjusted pursuant to Article XIV Section

B(6) of the 2008-2012 contract between the parties, shall advance on the salary schedule in accord with this Article plus one additional lettered step for every three years of employment here in which the teacher earns an effective or highly effective evaluation until he/she reaches the highest placement on the salary schedule his/her actual years of effective or highly effective experience would warrant (provided that all years of the teacher's experience before 2012-2013 were effective or highly effective), or until employment is severed, whichever comes earlier.

B) 2017-18 and 2018-19 Compensation

1. Compensation shall be based on the Salary Schedule (Appendix A) and Extracurricular Payment Schedule (Appendix B). However, any and all compensation increases contained in this Agreement are subject to the statutory requirement that the teacher receive an effective or highly effective evaluation. If that does not occur, then the teacher is not eligible for any increase of any type for the school year following the school year to which the evaluation applied.
2. The amount of any increase a teacher is not eligible to receive due to his/her evaluation will be redistributed to all of the other eligible teachers as a stipend at the same time and on the same basis as the Teacher Appreciation Grant funds.

3. National Board Certification Stipend

A teacher who has achieved National Board Certification by the National Board for Professional Teaching Standards shall be paid an additional \$1,500 stipend per year.

4. Newly Hired Teachers

To the extent permitted by law, the School Corporation, in its discretion, may determine the placement on the salary schedule (Appendix A) for a newly hired teacher. Subsequent adjustments to salary for newly hired teachers shall be governed by this Agreement or successor agreements.

Article 7: Summer School

Teachers on summer teaching employment (Summer School) shall be paid their hourly rate. The superintendent has determined, under Indiana Code § 20-28-6-7(d), that summer school salary will be bargained.

Article 8: Voluntary Tax Deferred Retirement Savings Plans

The District will provide a voluntary tax deferred retirement savings plan in which teachers may participate.

Article 9: Group Insurance Program

- A. Except as specifically set forth in this Agreement, the School Corporation has the right, in its discretion, to change, modify or alter any aspects of the insurance programs contained in this Agreement, including without limitation, carriers, eligibility requirements, plan design, premium, open enrollment and open transfer periods. However, there must be mutual agreement between the Board and the Association to change or modify the Prime Health Plan.
- B. Group Hospital, Medical, Dental, and Vision Insurance
 - 1. The Board shall pay the amounts below for insurance coverage for the Prime, Standard, or either of the High Deductible/Health Savings Plan (HSA) as selected by the

teacher for hospital, medical, dental, and vision insurance coverage:

Single Plan	An amount equal to 80% of Standard Plan
Employee/child(ren)	An amount equal to 65% of Standard Plan
Employee/spouse	An amount equal to 65% of Standard Plan
Family	An amount equal to 65% of Standard Plan
*Married (2 Board Employees)	An amount equal to 72% of Standard Family Plan

*Applies only if both spouses are employed by Carmel Clay Schools and both are eligible for benefits and they select a Family Plan

2. Teachers may enroll in the medical, dental and vision plan or change their enrollment status within thirty-one (31) days prior to retirement with the change to be effective on the date of retirement. Teachers with a part-time or alternative contract <50% of a regular teacher contract who subsequently accept another part-time/full-time contract at or more than 50% of a full time contract will be eligible to enroll or change their status in medical, dental and vision plans within 31 days after accepting the full-time contract.
3. Teachers may enroll in the medical, dental and vision plan or change their enrollment status within thirty-one (31) days following any qualifying event as generally defined by the majority insurance vendors doing business in the State of Indiana.
4. If the Prime plan falls below 20% participation of the active teachers who participate in the district's health insurance under all plan options for two (2) consecutive years, then the plan will be discontinued at the beginning of the next calendar year. If a plan is

eliminated, teachers on that plan will be given at least thirty (30) days to transfer to any of the other existing plans.

5. The lifetime maximum for the orthodontia benefit shall be \$5,000 for services that begin on or after November 1, 2014. The orthodontia benefit shall not have an age limitation.
6. Effective January 1, 2014, preventative and diagnostic dental services will no longer accrue to the calendar year maximum benefit. Additionally, up to \$700 of unused previous calendar year benefit may be transferred into the next calendar year's benefit. In order to receive this rollover benefit, a routine service must be received in the prior calendar year. The maximum benefit in any calendar year will never exceed \$1,900.
7. Effective January 1, 2016, Major Restorative Services and Prosthodontic Services for the Premier Plan and Non-Participating Plan shall be covered at 80% rather than 75%.
8. Effective November 1, 2014, the vision plan design will be modified to the plan design currently available to all other employees in the District. Effective January 1, 2015, vision benefits will be on a calendar year basis.
9. Electric breast pumps will be available at no charge to employees.
10. The amount of life insurance available for employees to purchase at their own expense will be increased to the maximum permitted by the carrier.

C. Income Protection (LTD)

1. The Board shall pay all but \$1.00 per year for each teacher covered by the group insurance carrier for Income Protection Insurance coverage pursuant to the group insurance policy purchased for teachers by the Board. Such coverage shall include:
 - a. a maximum three (3) month waiting period,
 - b. at least 66 2/3% of salary to a maximum of \$45,000 up to age 65 for disability due to illness or life if disability is due to accident,
 - c. no coordination with ISTRF,
 - d. a cost of living adjustment for both full and partial disability,
 - e. the minimum requirement for active employment which shall be no more than 17.5 hours per week, and
 - f. a waiver of premium clause.
2. The premium amount may not be received in lieu of enrollment in the group income protection insurance plan.

D. Group Life Insurance

1. Fifty thousand dollars (\$50,000) Term Group Life Insurance will be provided for each teacher employed by the Board.
2. The Board shall pay all but \$1.00 per year of the premium for such group insurance.

3. Accidental death and/or dismemberment apply in double the face amount.
4. At age 65, the face value of basic coverage begins to reduce.
5. The premium amount may not be received in lieu of enrollment in the group life insurance plan.

E. Short Term Disability (“STD”) Program

The Board shall make available to the teacher a short-term disability program as follows:

1. After a seven (7) calendar day elimination period, a teacher may apply for STD.
2. The teacher will receive 60% of base pay from STD for qualifying leaves up to a maximum benefit of \$45,000 on an annualized basis.
3. To supplement the STD benefits, a teacher who qualifies for STD may use one (1) of his/her available personal illness or personal business days per five (5) days on STD to receive an additional 20% of base salary (for a total of 80% of base salary) or two (2) such days per five (5) days on STD to receive an additional 40% of base salary (total of 100% of base salary).
4. The Board shall pay all but \$1.00 per year of the cost for the STD Program.
5. CCS will continue to pay the employer's contribution toward insured benefit premiums during the STD period.

F. Section 125

1. The benefits provided to teachers by Section 125 of the Revenue Act of 1978 shall be made available to any teacher so requesting.
2. The monies set aside for Section 125 benefits will include medical, dental and vision non-reimbursed medical expenses, and any premium payment that the teacher pays for the aforementioned insurance, and dependent care.
3. The teacher will pay cost of the plan.
4. Such monies will be deducted from either nineteen (19) or twenty-four (24) pays in equal amounts.
5. The plan will be available to those teachers who are receiving monthly payments from the Early Retirement Incentive Program if they so desire.
6. The plan shall provide for individual counseling of the teachers.
7. The Administrator of the plan shall have a letter of approval on file from the Internal Revenue Service.

Article 10: Paid Leave Days

A. Personal Illness Leave Days

1. Ten (10) personal illness leave days will be granted the first year of employment with CCS. Eight (8) personal illness days will be granted each year thereafter.
2. Unused personal illness leave shall accumulate. Any accumulated days of personal illness leave may be used in subsequent years.

3. "Personal illness" or "sick days" accumulated in the last Indiana school district in which the teacher taught shall be transferable to CCS at the rate of three (3) days per school year of service with CCS beginning with the second school year of employment.

4. The Superintendent or designee may require a teacher who is on personal illness leave for more than three (3) days to provide proof of the need for the leave from a healthcare provider, including but not limited to the nature of the illness and certification of the teacher's ability, or inability, to return to work.

5. Personal illness leave days may be taken in half day segments. One-half (1/2) day shall be deducted when a teacher is absent four hours or less.

6. A maximum of ten (10) family illness days may be used annually out of accumulated personal illness leave days. In the case of a catastrophic illness of a family member, a teacher may apply to use any portion of the remainder of his/her accumulated leave. The request must be made in writing to the Director of Human Resources. The letter must include the relationship and name of the relative.

(Those considered immediate family would be: mother, father, brother, sister, spouse, children, grandchildren, or any relative living in the household of the teacher. The above leave shall also be granted for mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, aunt, uncle, and grandparents in the event of illness surgery, or accident. The Superintendent may require proof of the illness, surgery, or an accident for in-laws, aunts, uncles, or grandparents when he/she feels the teacher has misused the leave.)

B. Personal Business

1. Each teacher shall be entitled to four (4) days for the transaction of personal business, civic affairs, and/or

- family illness during each school year of employment without loss of compensation for such absence. No reason need be given other than personal business for the use of these days and neither the form nor an Administrator may request further reason.
2. If by the end of the school year a teacher has not used any of the personal business days available to him/her that year, one (1) of those days shall carry forward giving the teacher a maximum of five (5) personal business days which can be used during the following school year. In the event of retirement before usage, the carry over days will count as personal illness leave days. Any additional unused days will be added to the accumulation of personal illness leave at the end of each school year.
 3. Personal business leave days may be taken in half (1/2) day increments.
 4. If a teacher uses a personal business leave day on the day before Thanksgiving Day, the teacher will be charged for two (2) personal business leave days.
 5. If a teacher wants to use three (3) or more personal business leave days consecutively, then the teacher must give at least two (2) weeks written notice to the Director of Human Resources.
 6. Under unusual circumstances, the Superintendent may in a particular instance extend the maximum allowance of personal business days.

C. Professional Leave Days

A teacher may request leave for professional day(s) to attend education conferences and/or educational workshops, or to visit other schools. If a request for a professional day is made, on the proper form, the Board may, at its option, approve or deny the request.

D. Bereavement Leave

1. For a death in the immediate family, a teacher may utilize no more than five (5) contract days which do not need to be taken consecutively. Full compensation shall be granted for bereavement leave days. Immediate family is interpreted as spouse, child, parent, brother, sister, grandparent, grandchild, and each similar relationship established by marriage or any person who at the time of death had established the teacher's home as his/her permanent residence. If more than one (1) death should occur at the same time in the immediate family, more days may be granted by the Superintendent.
2. In the case of death of any uncle, aunt, first cousin, niece, nephew, or close friend, a teacher is entitled to one day of absence on the day of the funeral without loss of compensation. If it is needed, a teacher may also use one day of absence for travel to the funeral without loss of compensation.
3. In the case of a co-worker or student, arrangements to attend services will be determined by the building principal in consultation with the School Corporation and with input from staff.

E. Executor/Executrix Leave

In the event that a teacher is named Executor/Executrix of an estate, the teacher may utilize up to four (4) paid leave days within twelve months following the death.

F. Maternity Leave

1. A teacher who is pregnant and is determined by her doctor to be temporarily disabled, is entitled to apply for Short-Term Disability benefits and, as in other circumstances in which Short-Term Disability benefits apply, may use personal illness leave days as described above in Article 9 Section E (3) to supplement the STD benefit.

2. While any portion of leave taken by a teacher because of temporary disability caused by pregnancy may be charged to her available leave days in half-day increments, a teacher will be required to provide proof of this disability after six (6) weeks following the birth of her child
3. In the case of a medical emergency caused by pregnancy, the teacher shall be granted a leave immediately upon her request.
4. The teacher will provide certification of the emergency by an attending physician upon request from the Superintendent or designee.

G. Adoption Leave

When a teacher adopts a child, before or after the adoption s/he may utilize up to thirty (30) of his/her leave days for adoption-related activities. Two married employees of the Board will be limited to a total of forty (40) leave days per couple.

H. Legal Circumstances Leave

1. Court leave with pay shall be granted to teachers for the time necessary to make subpoenaed appearance(s) in any court proceeding resulting from activities relating to the teacher's employment with the School Corporation.
2. A teacher may serve as a member of a jury in response to a summons for jury duty. A teacher so serving shall pay all jury earnings to the School Corporation within ten (10) days of being paid for jury service. Parking fees, room, meals and any school-approved mileage may be deducted from these earnings upon the filing of a signed statement of actual expense.
3. A teacher subpoenaed to give testimony before a judicial or governmental administrative tribunal (except to give testimony for an alleged personal violation of the law or

when named a party to a lawsuit neither of which is related to the teacher's professional responsibilities) shall receive compensation as in Section H(2) above upon showing evidence of performance.

I. Other Leave Circumstances

1. Absence of a teacher due to injury and/or disability resulting from an assault and/or battery by an individual shall not be charged against the teacher's leave if the teacher was properly discharging his/her duties for the School Corporation at the time of the assault and/or battery, or if the assault and or battery was a result of the victim's status as a teacher. During the period of absence, the teacher's salary and benefits shall continue in full to a maximum of ninety (90) days without reduction in accumulated personal leave days. If Workers' Compensation benefits are paid during the 90 day period, the teacher shall return that portion of the benefits allotted for salary.

2. A teacher who is absent from work due to an illness or injury which is covered by Worker's Compensation shall receive full compensation and benefits for a maximum of 90 days without reduction in accumulated personal leave days. As the teacher begins receiving Workers' Compensation, the teacher shall return that portion of the benefits allotted for salary.

Article 11: Carmel Clay Retirement Program

A. Buy Out of Retirement Compensation

1. This Section A applies only to teachers employed or on an approved leave in the 2002/2003 school year, and only to teachers who will be at least fifty-four years old and will attain their earliest retirement date with unreduced benefits under ISTRF on or before June 30, 2018. Teachers must submit a letter of resignation to the Superintendent or his/her designee, not later than 60

calendar days prior to the date of retirement. The Superintendent may waive this requirement.

2. The present value of each eligible teacher's retirement compensation as of June 30, 2003 was calculated using assumptions set forth below based on (i) actual sick leave as of June 30, 2003 plus projected sick leave to earliest retirement date, and in no event more than 130 days; (ii) projected years of service with Carmel Clay Schools at earliest retirement date; (iii) earliest retirement will be after meeting all of the following (a) completion of 15 or more years of ISTRF service; (b) employment in a certificated position with Carmel Clay Schools for the complete 10 consecutive years preceding retirement; and (c) eligible for ISTRF retirement, which is the earlier of at least age 65 plus at least 10 years of service, at least 60 plus at least 15 years of service, or at least age 55 with age plus years of service equal to at least 85. This notwithstanding, a teacher whose buyout percentage for accumulated sick leave would have increased under the prior plan by June 30, 2004, did receive additional buyout funds to account for the higher percentage of accumulated sick leave, if the teacher was still employed by the Board as a teacher through the 2003-2004.
3. The present value amount was deposited into a 401(a) plan account for the given teacher. Calculations to determine the present value amount assumed (a) that the sick leave days were bought out at the given teacher's per diem rate at retirement reflective of 3% annual growth in salary; (b) that the account earned an annual rate of return of 7%; (c) that the value did not include the equivalent of the employer's FICA contribution but did include the equivalent of the employee's FICA contribution as each would have applied if the value were not paid into a tax deferred plan account; and (d) that the value did not include the equivalent of the employer's and employee's ISTRF contributions as each would have applied if the value were not paid into a tax deferred plan

account; and (e) such other terms as the parties might subsequently agree in writing were to apply.

4. Heretofore, all teachers who were affected by the buyout shall retain accumulated sick leave in excess of the number of days bought out, if any, and all teachers will continue to accrue sick leave in accordance with sick leave provisions in this Contract. Only in the event a teacher exhausts all of his/her accumulated sick leave and personal leave and needs additional sick leave, will he/she be able to use his/her bought out sick leave days.
5. The given teacher's 401(a) account shall vest once the teacher has met all of the following: (a) completion of 15 or more years of ISTRF service, (b) employment at Carmel Clay Schools in a certificated position for the complete 10 consecutive years preceding retirement, and (c) attainment of age 50. A teacher's bought out sick leave days will be restored in the event the teacher separates from employment prior to meeting all the vesting requirements and, thus, forfeits his/her claim to his/her 401(a) account.

In lieu of all of the above, within 60 days following this Section A taking effect, a teacher was entitled to elect in writing to the Superintendent to be considered eligible for the benefits of Section B, below.

6. The Corporation's buy out of sick leave and other benefits related to this Section A took place on December 31, 2003.
7. Funds related to this Section A that are subsequently forfeited by non-vested teachers who separate from employment with this Corporation shall be used to reduce future employer contribution.

B. Supplemental Contributions, Part 1

- 1.** This Section B applies only to teachers not included in Section A, above, employed or on approved leave of absence in the 2002-2003 school year and who will attain their earliest retirement date under TRF after June 30, 2018 but before July 1, 2023. Teachers must submit a letter of resignation to the Superintendent or his/her designee, not later than 60 calendar days prior to the date of retirement. The Superintendent may waive this requirement.
- 2.** For each year subsequently worked at Carmel Clay Schools, each teacher covered under this Section will receive a contribution equal to 2% of his/her annual compensation into a 401(a) plan account for that teacher. Contributions shall be made within two weeks of the end of each payroll period. For this purpose, annual compensation will be the sum of the teacher's salary schedule pay plus any Extra Curricular pay the teacher received(s) in the year of contribution.
- 3.** This account will vest after the teacher has been employed at Carmel Clay Schools for no less than 10 years following the 2002-2003 school year.

C. Supplemental Contributions, Part 2

- 1.** This Section C applies only to teachers who attain their earliest retirement date with unreduced benefits under ISTRF after June 30, 2023 and in any event, have a hire date that falls after the 2002-2003 school year. Teacher must submit a letter of resignation to the Superintendent or his/her designee, not later than 60 calendar days prior to the date of retirement. The Superintendent may waive this requirement.
- 2.** For each year subsequently worked at Carmel Clay Schools, each teacher covered under this Section C will

receive a contribution equal to 1% of his/her annual compensation into a 401(a) plan account for that teacher. Contributions shall be made within two weeks of the end of each payroll period. For this purpose, annual compensation will be the sum of the teacher's salary schedule pay plus any Extra Curricular pay the teacher received(s) in the year of contribution.

- 3.** This account will vest after the teacher has been employed at Carmel Clay Schools for no less than 10 years following the 2002-2003 school year.

In the event of the death or total disability of any teacher, his/her retirement account shall be considered vested and it will be provided to the teacher's designated beneficiary as filed with the Indiana State Teachers' Retirement Fund or to the teacher's estate should there be no beneficiary.

D. 457 Plan – Carmel Clay Schools shall provide a salary reduction 457(b) deferred compensation plan for any and all interested teachers.

E. Any retired teacher of Carmel Clay Schools may elect to continue the District-approved Health and Dental (for those family members covered at the time of retirement) and Life Insurance Plans, to the extent allowable under the applicable insurance contract, by paying the total premium provided the following requirements are met:

1. Any retired teacher approved for continuance in the District-approved Insurance Plans shall submit proper additional payment annually or semi-annually, 10 working days in advance of the premium date, to the payroll division. Without said payment, timely filed, the privilege will be lost.
2. Within 90 days after the teacher's retirement date, the teacher must file a written request with the employer for group insurance.

3. The teacher must be at least 50 years of age and must have acquired 15 or more years of experience and have been employed by Carmel Clay Schools for the complete preceding 10 consecutive years, as recognized by the Indiana State Teachers' Retirement Fund Board, at the time of his/her retirement.
4. The health insurance privilege ends when the teacher becomes eligible for Medicare. If a retired teacher's spouse or estate pays the amount the retired teacher would have been required to pay for coverage for those family members covered at the time of retirement, eligibility to continue insurance under this section is not affected by the death of the retired teacher. For those family members covered at the time of retirement, eligibility continues under COBRA regulations, which are in effect on the date this contract is implemented, namely:
 - a. until the spouse becomes eligible for Medicare coverage,
 - b. until 3 years after the date of the teacher's death,
 - c. until the date of the spouse's remarriage, or until eligible for other insurance coverage, and/or
 - d. until the date a covered dependent reaches the age of majority.

F. In the event of disability necessitating retirement, the teacher shall be eligible to participate in the District-approved Health Insurance Plan providing the following conditions have been met:

1. The teacher must be at least 50 years of age and must have acquired 15 or more years of experience and have been employed by Carmel Clay Schools for the complete preceding 10 consecutive years, as recognized by the Indiana State Teachers' Retirement Fund Board, at the time of his/her retirement.

2. A physician agreeable to the Board must verify the disability.
3. This privilege stops at the time the teacher first becomes eligible for Medicare. (The teacher must apply for Medicare at the earliest eligibility date for disabilities.)

Article 12: Early Retirement Incentive/VEBA Trust Account

A. Teacher Early Retirement Incentive Plan

1. Eligibility—To be eligible for the Early Retirement Incentive Plan, a teacher:
 - a. must have been employed with the Carmel Clay Schools as a certificated employee during the 2002-2003 school year;
 - b. must be projected, as of March 1, 2003, to reach the TRF Rule of 85 by no later than June 30, 2023;
 - c. subsequently must have been employed by Carmel Clay Schools for the complete 10 consecutive school years immediately preceding the effective date of his/her retirement;
 - d. who has the necessary years of service, may receive the Teacher Early Retirement Incentive Plan as early as the beginning of the contracted school year (July 1 – June 30) during which he/she will meet the corresponding age eligibility requirement for the Indiana State Teachers' Retirement Fund Rule of 85;

- e. must retire within five years after becoming eligible for retirement under the Indiana State Teachers' Retirement Fund Rule of 85; and
 - f. must submit a letter of resignation to the Superintendent or his/her designee, not later than 60 calendar days prior to the date of retirement. The Superintendent may waive this requirement.
2. Benefit—A teacher meeting the eligibility requirements set forth in Section 1, above, shall be entitled to remain on the Carmel Clay Schools' Health, Vision, and Dental Insurance Plan until he/she is eligible for Medicare benefits or until the death of the teacher.
- a. The Board shall pay 100 percent (100%) of the premiums to maintain coverage (*i.e.*, single or family) the teacher had at the time of retirement.
 - b. The insurance benefit ends upon death of the teacher, or when the teacher becomes eligible for Medicare. However, a retired teacher's spouse or estate may continue participation in the Corporation's insurance plan(s) subject to the following:
 - (1) until the spouse becomes eligible for Medicare benefits,
 - (2) until covered dependents reach the age of majority,
 - (3) the spouse pays 102% of the premium(s),
 - (4) in the event the spouse was a Carmel Clay Schools teacher who qualified for the Teacher Early Retirement Incentive Plan, the Board will pay 100% of the premium until he/she is eligible

for Medicare benefits or until the death of the teacher.

3. Employees who choose to retire under this Teacher Early Retirement Incentive Plan will be fully vested with these benefits regardless of any future contract negotiations.

B. VEBA Trust Account

1. By no later than August 1, 2003, the Carmel Clay Schools may establish an aggregate VEBA (Voluntary Employees' Beneficiary Association) trust account in order to provide partial or total funding for Paragraph A, (2), above.
2. By no later than August 1, 2003, the Carmel Clay Schools shall establish individual VEBA Trust Accounts for all teachers presently or subsequently employed in certificated positions and who are not eligible for the benefits provided in Paragraph A (2), above
 - a. The Carmel Clay Schools shall deposit an amount equal to 1% of each of these teacher's respective gross pay into the given teacher's Trust Account within two weeks of the end of each pay period. For this purpose, gross pay will be the sum of the teacher's salary schedule pay plus any Extra Curricular pay the teacher received(s) in the year of contribution.
 - b. Teachers will vest in this program when they have completed ten (10) consecutive years of employment with Carmel Clay Schools, with years of employment counting whether the given teacher was in a paid or unpaid status.

3. Unless otherwise agreed to between the Carmel Clay Schools Superintendent and the Carmel Teachers' Association President, the vendor of the VEBA Trust Accounts program shall be VALIC.

Article 13: Unpaid Leaves

A. General Conditions Applicable to All Corporation Awarded Unpaid Leaves

1. All unpaid leaves may be taken without jeopardy to re-employment, retirement, salary and accrued fringe benefits, length of service or prior place on the salary schedule.
2. While on any Corporation awarded unpaid leaves, the teacher will be given the opportunity to continue insurance coverage in the school insurance programs at his/her own expense, paying one hundred percent (100%) of the cost, except those who qualify under FMLA.
3. Non-emergency leaves will be taken in increments of at least one (1) semester.
4. Confirmation of the intent to return from leave should be given, in writing, to the Director of Human Resources on or before May 1, prior to the fall semester for which the teacher plans to return, or on or before November 1, prior to the spring semester for which the teacher plans to return. In the event that a teacher has notified the Director of Human Resources of his/her intent to return from leave prior to the full extent of leave allowed, that teacher may, because of unforeseen circumstances occurring at any time before actually returning to work, request that the leave be reinstated to the full extent of leave time allowed.

5. A teacher returning from leave will, upon request, be given his/her original position if it exists or, if it does not exist, a position comparable to the one left for which the teacher holds a valid license. Should, however, any provisions concerning reduction in force apply to such teacher on leave, this teacher will be placed in a teaching position prior to any new teacher being offered a contract in his/her area of certification.

B. Child Rearing Leave

1. Upon written request to the Director of Human Resources, a teacher, male or female, will be granted an unpaid leave for up to four (4) semesters during the teacher's employment by the School Corporation without pay for the purpose of child rearing.
2. This leave may not be taken in conjunction with maternity/paternity/adoption leave.
3. Only one (1) employee of Carmel Clay Schools in a household will receive a Child Rearing Leave for the same period of time.
4. A teacher will be eligible for child rearing leave only if the teacher is the parent of the child being reared, has legal custody of the child, or the child is living in the home of the teacher.
5. For child rearing leaves in other than emergency situations, such leave must be taken in increments of at least an entire semester.

C. Other Unpaid Leaves

1. The Board will grant an unpaid leave for a period of up to one (1) year to a teacher for illness or disability, eldercare, extended or family illness. The teacher may request that his/her teaching position be reduced to a

part-time position with the school corporation during this leave. Upon the teacher's return from said leave, the Corporation will follow the guidelines set forth under A.5. above.

2. The Board will grant an unpaid leave for a period of up to one year to a teacher with 3 or more consecutively signed contracts or for educational advancement, professional improvement or personal reasons which need only be presented to the Superintendent for his/her endorsement. No teacher will be granted more than one (1) personal leave (for reasons other than those covered in C.1 above) during any five (5) year period and the personal leave may not be taken in conjunction with a maternity leave unless approved by the Superintendent.
3. The following conditions shall apply to unpaid leaves:
 - a. A teacher's request for such leave must be filed with the Superintendent or his/her designee at least thirty (30) days prior to the beginning of the period for which such leave is requested unless the leave is for illness, or disability, or extended family illness.
 - b. For leaves requested on the basis of illness or disability, or extended family illness, the Superintendent may require proof of illness.
4. A teacher who runs for elective office will be granted an unpaid leave for the period of campaigning and if elected, the term of office, if in the opinion of the Superintendent the campaigning and/or holding of such office interferes with the performance of the teacher's teaching responsibilities. If the teacher disputes the Superintendent's determination in this regard, the teacher may petition the Board of School Trustees for reconsideration. The teacher must notify the Superintendent or his/her designee at least thirty (30) days prior to the commencement of such leave, and the

teacher's return from such leave must coincide with the start of a semester.

D. Unpaid Maternity/Adoption Leave

1. When a teacher's child is born, the teacher shall be entitled to an unpaid leave of absence for the remainder of the semester in which the birth occurs and for no longer than two (2) semesters thereafter, provided that (a) a written request has been submitted to the Superintendent or designee at least thirty (30) days prior to the anticipated commencement of such leave; (b) the notice indicates the expected date of return from leave; and (c) only one spouse of two married employees of the Board may take this leave at any one time.

2. A teacher who adopts a child shall be entitled to an unpaid leave of absence for the remainder of the semester in which the adoption occurs and for no longer than two (2) semesters thereafter, provided that (a) a written request has been submitted to the Superintendent or designee as soon as possible following the teacher having learned the date the adoption is to occur; (b) the notice indicates the expected date of return from leave; and (c) only one spouse of two married employees of the Board may take this unpaid leave at any one time.

Article 14: Effective Date and Term of Agreement

This contract shall be effective on July 1, 2017, and shall continue in effect until June 30, 2019.

In WITNESS whereof, the parties hereto have duly executed this Contract this 23rd day of October, 2017.

CARMEL CLAY SCHOOLS

CARMEL TEACHERS'
ASSOCIATION



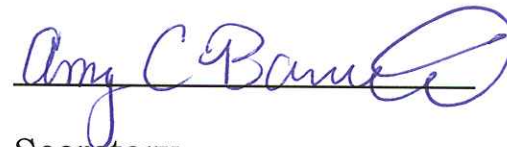
President

President

Attest by



Secretary



Secretary

APPENDIX A – Teacher Salary Schedule

This model and all compensation under this Agreement must be implemented consistent with all applicable legal requirements, including identification and weighting of the statutory factors. To facilitate the transition to a compliant compensation model for 2018-2019 in accordance with the 2017 IEERB Compliance Rubric, salary adjustments for 2017-2018 will consist of placement as shown on the conversion charts on pages 39-52 and the resulting salary schedule on page 36.

- * Salary increases under this compensation model shall be determined by (a) evaluation rating (for 2018-2019, an effective or highly effective evaluation results in movement from the schedule on page 36 to the schedule on page 37 in the next row down from 2017-2018 placement and in the same column as 2017-2018 placement, unless the teacher has reached the top of the range for that column, in which case the teacher remains in the same column and row on page 37 as the teacher was placed in 2017-2018 [page 36]) and (b) education-obtainment of content area credit hours and/or degrees (for 2018-2019 additional credit hours and degrees beyond the requirements for employment results in movement from the schedule on page 36 to the schedule on page 38 in the same row as 2017-2018 and in the column that represents the teacher's highest educational attainment as of August 1, 2018). Teachers who do not receive an effective or highly effective rating for the previous school year will not move on the salary table or receive any compensation increase.

- * Adjustments to the salary ranges will be awarded to eligible teachers based on earning an Effective or Highly Effective evaluation the prior year.

- * Any teacher rated Ineffective or Improvement Necessary in the prior year remains at his/her prior year salary, is not

moved on or between salary schedules, and does not receive additional base salary increases as a result of adjustments to the range. If such a teacher is rated Effective or Highly Effective in a subsequent year, the teacher will receive the increase(s) for that year but not for the previous year for which the teacher's evaluation rating prevented a salary increase.

* The salary range is \$36,436-\$78,338 without TRF contributions and prior to any increases negotiated under this agreement.

Teacher Salary Schedule for 2017-2018

	1	2	3	4	5	6	7
	B.S.	B.S.+15	B.S.+30	M.S.	M.S.+15	M.S.+30	Doctorate
A	36,629	37,798	39,022	40,241	41,989	43,726	45,466
B	38,564	39,733	40,957	42,176	43,924	45,661	47,401
C	40,499	41,668	42,892	44,111	45,859	47,596	49,336
D	42,434	43,603	44,827	46,046	47,794	49,531	51,271
E	44,369	45,538	46,762	47,981	49,729	51,466	53,206
F	46,304	47,473	48,697	49,916	51,664	53,401	55,141
G	48,239	49,408	50,632	51,851	53,599	55,336	57,076
H	50,174	51,343	52,567	53,786	55,534	57,271	59,011
I	52,109	53,278	54,502	55,721	57,469	59,206	60,946
J	54,044	55,213	56,437	57,656	59,404	61,141	62,881
K	55,979	57,148	58,372	59,591	61,339	63,076	64,816
L	57,914	59,083	60,307	61,526	63,274	65,011	66,751
M	59,849	61,018	62,242	63,461	65,209	66,946	68,686
N	61,784	62,953	64,177	65,396	67,144	68,881	70,621
O	63,719	64,888	66,112	67,331	69,079	70,816	72,556
P	65,654	66,823	68,047	69,266	71,014	72,751	74,491
Q		68,758	69,982	71,201	72,949	74,686	76,426
R			71,917	73,136	74,884	76,621	78,361
S				75,071	76,819	78,556	80,296

Teacher Salary Schedule for 2018-19 (Evaluation Increase
Only)

	1	2	3	4	5	6	7
	B.S.	B.S.+15	B.S.+30	M.S.	M.S.+15	M.S.+30	Doctorate
A	37,545	38,743	39,998	41,248	43,039	44,820	46,603
B	39,528	40,726	41,981	43,231	45,022	46,803	48,586
C	41,511	42,709	43,964	45,214	47,005	48,786	50,569
D	43,494	44,692	45,947	47,197	48,988	50,769	52,552
E	45,477	46,675	47,930	49,180	50,971	52,752	54,535
F	47,460	48,658	49,913	51,163	52,954	54,735	56,518
G	49,443	50,641	51,896	53,146	54,937	56,718	58,501
H	51,426	52,624	53,879	55,129	56,920	58,701	60,484
I	53,409	54,607	55,862	57,112	58,903	60,684	62,467
J	55,392	56,590	57,845	59,095	60,886	62,667	64,450
K	57,375	58,573	59,828	61,078	62,869	64,650	66,433
L	59,358	60,556	61,811	63,061	64,852	66,633	68,416
M	61,341	62,539	63,794	65,044	66,835	68,616	70,399
N	63,324	64,522	65,777	67,027	68,818	70,599	72,382
O	65,307	66,505	67,760	69,010	70,801	72,582	74,365
P	67,290	68,488	69,743	70,993	72,784	74,565	76,348
Q		70,471	71,726	72,976	74,767	76,548	78,331
R			73,709	74,959	76,750	78,531	80,314
S				76,942	78,733	80,514	82,297

Teacher Salary Schedule for 2018-19 (Education and Evaluation Increase)

Teachers who obtain enough content area credit hours and/or degrees to move to a different lane (BS+15, BS+30, MS, MS+15, MS+30, Doctorate) and who notify the Director of Human Resources of such by August 1, 2018, will be paid in 2018-19 according to the schedule below. This schedule conforms with the law's limit of no more than 33.33% of the teacher's total salary increase being due to the obtainment of additional content area credit hours or degrees.

17-18 Row	BS to BS+15	BS+15 to BS+30	BS+30 to MS	MS to MS+15	MS+15 to MS+30	MS+30 to Doctorate
A	40,726	41,981	43,231	44,726	46,539	48,342
B	42,709	43,964	45,214	46,733	48,546	50,349
C	44,692	45,947	47,197	48,740	50,553	52,356
D	46,675	47,930	49,180	50,747	52,560	54,363
E	48,658	49,913	51,163	52,754	54,567	56,370
F	50,641	51,896	53,146	54,761	56,574	58,377
G	52,624	53,879	55,129	56,768	58,581	60,384
H	54,607	55,862	57,112	58,775	60,588	62,391
I	56,590	57,845	59,095	60,782	62,595	64,398
J	58,573	59,828	61,078	62,789	64,602	66,405
K	60,556	61,811	63,061	64,796	66,609	68,412
L	62,539	63,794	65,044	66,803	68,616	70,399
M	64,522	65,777	67,027	68,810	70,599	72,382
N	66,505	67,760	69,010	70,801	72,582	74,365
O	68,488	69,743	70,993	72,784	74,565	76,348
P	68,108	71,726	72,976	74,767	76,548	78,331
Q		71,328	74,959	76,750	78,531	80,314
R			74,605	78,733	80,514	82,297
S				77,878	79,690	81,493

Placement of Teachers on the 2017-18 Salary Schedule
(teacher who received highly effective or effective evaluation for
2016-17)

B.S. Column

B.S. 2016-17 Row	2016-17 Salary		B.S. 2017-18 Row (assumes step)	2017-18 Salary		B.S. 2018-19 Row (assumes step)	2018-19 Salary
A	36,436	→	A	36,629	→	A	37,545
B	37,940	→	B	38,564	→	B	39,528
C	39,451	→	C	40,499	→	C	41,511
D	40,964	→	D	42,434	→	D	43,494
E	42,473	→	E	44,369	→	E	45,477
F	43,984	→	F	46,304	→	F	47,460
G	45,489	→	G	48,239	→	G	49,443
H	47,000	→	H	50,174	→	H	51,426
I	48,515	→	I	52,109	→	I	53,409
J	50,021	→	J	54,044	→	J	55,392
K	51,531	→	K	55,979	→	K	57,375
L	53,042	→	L	57,914	→	L	59,358
M	54,550	→	M	59,849	→	M	61,341
N	56,061	→	N	61,784	→	N	63,324
O	57,572	→	O	63,719	→	O	65,307
P	59,083	→	P	65,654	→	P	67,290
Q	60,592	→					
R	62,105	→					
S	63,614	→					

Placement of Teachers on the 2017-18 Salary Schedule
(teacher who received highly effective or effective evaluation for
2016-17)

B.S.+15 Column

B.S.+15 2016-17 Row	2016-17 Salary		B.S.+15 2017- 18 Row (assumes step)	2017-18 Salary		B.S.+15 2018- 19 Row (assumes step)	2018-19 Salary
A	37,375	→	A	37,798	→	A	38,743
B	39,011	→	B	39,733	→	B	40,726
C	40,648	→	C	41,668	→	C	42,709
D	42,284	→	D	43,603	→	D	44,692
E	43,920	→	E	45,538	→	E	46,675
F	45,554	→	F	47,473	→	F	48,658
G	47,189	→	G	49,408	→	G	50,641
H	48,828	→	H	51,343	→	H	52,624
I	50,465	→	I	53,278	→	I	54,607
J	52,100	→	J	55,213	→	J	56,590
K	53,735	→	K	57,148	→	K	58,573
L	55,373	→	L	59,083	→	L	60,556
M	57,007	→	M	61,018	→	M	62,539
N	58,640	→	N	62,953	→	N	64,522
O	60,279	→	O	64,888	→	O	66,505
P	61,916	→	P	66,823	→	P	68,488
Q	63,548	→	Q	68,758	→	Q	70,471
R	65,188	→					
S	66,821	→					

Placement of Teachers on the 2017-18 Salary Schedule
(teacher who received highly effective or effective evaluation for
2016-17)

B.S.+30 Column							
B.S.+30 2016-17 Row	2016-17 Salary		B.S.+30 2017- 18 Row (assumes step)	2017-18 Salary		B.S.+30 2018- 19 Row (assumes step)	2018-19 Salary
A	38,319	→	A	39,022	→	A	39,998
B	40,081	→	B	40,957	→	B	41,981
C	41,842	→	C	42,892	→	C	43,964
D	43,603	→	D	44,827	→	D	45,947
E	45,367	→	E	46,762	→	E	47,930
F	47,131	→	F	48,697	→	F	49,913
G	48,888	→	G	50,632	→	G	51,896
H	50,650	→	H	52,567	→	H	53,879
I	52,416	→	I	54,502	→	I	55,862
J	54,177	→	J	56,437	→	J	57,845
K	55,936	→	K	58,372	→	K	59,828
L	57,699	→	L	60,307	→	L	61,811
M	59,461	→	M	62,242	→	M	63,794
N	61,221	→	N	64,177	→	N	65,777
O	62,986	→	O	66,112	→	O	67,760
P	64,746	→	P	68,047	→	P	69,743
Q	66,506	→	Q	69,982	→	Q	71,726
R	68,270	→	R	71,917	→	R	73,709
S	70,029	→			→		

Placement of Teachers on the 2017-18 Salary Schedule
(teacher who received highly effective or effective evaluation for
2016-17)

		MS Column					
MS 2016-17 Row	2016-17 Salary		MS 2017-18 Row (assumes step)	2017-18 Salary		MS 2018-19 Row (assumes step)	2018-19 Salary
A	39,259	→	A	40,241	→	A	41,248
B	41,152	→	B	42,176	→	B	43,231
C	43,039	→	C	44,111	→	C	45,214
D	44,926	→	D	46,046	→	D	47,197
E	46,813	→	E	47,981	→	E	49,180
F	48,699	→	F	49,916	→	F	51,163
G	50,588	→	G	51,851	→	G	53,146
H	52,476	→	H	53,786	→	H	55,129
I	54,368	→	I	55,721	→	I	57,112
J	56,249	→	J	57,656	→	J	59,095
K	58,142	→	K	59,591	→	K	61,078
L	60,026	→	L	61,526	→	L	63,061
M	61,916	→	M	63,461	→	M	65,044
N	63,799	→	N	65,396	→	N	67,027
O	65,689	→	O	67,331	→	O	69,010
P	67,580	→	P	69,266	→	P	70,993
Q	69,460	→	Q	71,201	→	Q	72,976
R	71,352	→	R	73,136	→	R	74,959
S	73,238	→	S	75,071	→	S	76,942

Placement of Teachers on the 2017-18 Salary Schedule
(teacher who received highly effective or effective evaluation for
2016-17)

		MS+15 Column					
MS+15 2016-17 Row	2016-17 Salary		MS+15 2017- 18 Row (assumes step)	2017-18 Salary		MS+15 2018-19 Row (assumes step)	2018-19 Salary
A	40,964	→	A	41,989	→	A	43,039
B	42,851	→	B	43,924	→	B	45,022
C	44,735	→	C	45,859	→	C	47,005
D	46,623	→	D	47,794	→	D	48,988
E	48,515	→	E	49,729	→	E	50,971
F	50,397	→	F	51,664	→	F	52,954
G	52,289	→	G	53,599	→	G	54,937
H	54,174	→	H	55,534	→	H	56,920
I	56,061	→	I	57,469	→	I	58,903
J	57,952	→	J	59,404	→	J	60,886
K	59,837	→	K	61,339	→	K	62,869
L	61,723	→	L	63,274	→	L	64,852
M	63,614	→	M	65,209	→	M	66,835
N	65,501	→	N	67,144	→	N	68,818
O	67,388	→	O	69,079	→	O	70,801
P	69,276	→	P	71,014	→	P	72,784
Q	71,166	→	Q	72,949	→	Q	74,767
R	73,050	→	R	74,884	→	R	76,750
S	74,939	→	S	76,819	→	S	78,733

Placement of Teachers on the 2017-18 Salary Schedule
(teacher who received highly effective or effective evaluation for
2016-17)

MS+30 Column							
MS+30 2016-17 Row	2016-17 Salary		MS+30 2017- 18 Row (assumes step)	2017-18 Salary		MS+30 2018-19 Row (assumes step)	2018-19 Salary
A	42,660	→	A	43,726	→	A	44,820
B	44,548	→	B	45,661	→	B	46,803
C	46,435	→	C	47,596	→	C	48,786
D	48,322	→	D	49,531	→	D	50,769
E	50,211	→	E	51,466	→	E	52,752
F	52,100	→	F	53,401	→	F	54,735
G	53,985	→	G	55,336	→	G	56,718
H	55,876	→	H	57,271	→	H	58,701
I	57,765	→	I	59,206	→	I	60,684
J	59,648	→	J	61,141	→	J	62,667
K	61,539	→	K	63,076	→	K	64,650
L	63,424	→	L	65,011	→	L	66,633
M	65,313	→	M	66,946	→	M	68,616
N	67,201	→	N	68,881	→	N	70,599
O	69,085	→	O	70,816	→	O	72,582
P	70,977	→	P	72,751	→	P	74,565
Q	72,861	→	Q	74,686	→	Q	76,548
R	74,751	→	R	76,621	→	R	78,531
S	76,638	→	S	78,556	→	S	80,514

Placement of Teachers on the 2017-18 Salary Schedule
(teacher who received highly effective or effective evaluation for
2016-17)

Doctorate Column							
Doctorate 2016-17 Row	2016-17 Salary		Doctorate 2017-18 Row (assumes step)	2017-18 Salary		Doctorate 2018-19 Row (assumes step)	2018-19 Salary
A	44,357	→	A	45,466	→	A	46,603
B	46,247	→	B	47,401	→	B	48,586
C	48,136	→	C	49,336	→	C	50,569
D	50,021	→	D	51,271	→	D	52,552
E	51,911	→	E	53,206	→	E	54,535
F	53,795	→	F	55,141	→	F	56,518
G	55,687	→	G	57,076	→	G	58,501
H	57,572	→	H	59,011	→	H	60,484
I	59,460	→	I	60,946	→	I	62,467
J	61,348	→	J	62,881	→	J	64,450
K	63,235	→	K	64,816	→	K	66,433
L	65,128	→	L	66,751	→	L	68,416
M	67,009	→	M	68,686	→	M	70,399
N	68,900	→	N	70,621	→	N	72,382
O	70,786	→	O	72,556	→	O	74,365
P	72,674	→	P	74,491	→	P	76,348
Q	74,564	→	Q	76,426	→	Q	78,331
R	76,446	→	R	78,361	→	R	80,314
S	78,338	→	S	80,296	→	S	82,297

Placement of Teachers Who Did Not Receive a 2016-17
Evaluation on the 2017-18 Salary Schedule

B.S. 2016-17 Row	2016-17 Salary		B.S. 2017-18 Row	2017-18 Salary
A	36,436	→	A	36,629
B	37,940	→	B	38,564
C	39,451	→	C	40,499
D	40,964	→	D	42,434
E	42,473	→	E	44,369
F	43,984	→	F	46,304
G	45,489	→	G	48,239
H	47,000	→	H	50,174
I	48,515	→	I	52,109
J	50,021	→	J	54,044
K	51,531	→	K	55,979
L	53,042	→	L	57,914
M	54,550	→	M	59,849
N	56,061	→	N	61,784
O	57,572	→	O	63,719
P	59,083	→	P	65,654
Q	60,592			
R	62,105			
S	63,614			

Placement of Teachers Who Did Not Receive a 2016-17
Evaluation on the 2017-18 Salary Schedule

B.S.+15 2016-17 Row	2016-17 Salary		B.S.+15 2017-18 Row	2017-18 Salary
A	37,375	→	A	37,798
B	39,011	→	B	39,733
C	40,648	→	C	41,668
D	42,284	→	D	43,603
E	43,920	→	E	45,538
F	45,554	→	F	47,473
G	47,189	→	G	49,408
H	48,828	→	H	51,343
I	50,465	→	I	53,278
J	52,100	→	J	55,213
K	53,735	→	K	57,148
L	55,373	→	L	59,083
M	57,007	→	M	61,018
N	58,640	→	N	62,953
O	60,279	→	O	64,888
P	61,916	→	P	66,823
Q	63,548	→	Q	68,758
R	65,188	→		
S	66,821	→		

Placement of Teachers Who Did Not Receive a 2016-17
Evaluation on the 2017-18 Salary Schedule

B.S.+30 2016-17 Row	2016-17 Salary		B.S.+30 2017-18 Row	2017-18 Salary
A	38,319	→	A	39,022
B	40,081	→	B	40,957
C	41,842	→	C	42,892
D	43,603	→	D	44,827
E	45,367	→	E	46,762
F	47,131	→	F	48,697
G	48,888	→	G	50,632
H	50,650	→	H	52,567
I	52,416	→	I	54,502
J	54,177	→	J	56,437
K	55,936	→	K	58,372
L	57,699	→	L	60,307
M	59,461	→	M	62,242
N	61,221	→	N	64,177
O	62,986	→	O	66,112
P	64,746	→	P	68,047
Q	66,506	→	Q	69,982
R	68,270	→	R	71,917
S	70,029	→		

Placement of Teachers Who Did Not Receive a 2016-17
Evaluation on the 2017-18 Salary Schedule

MS 2016-17 Row	2016-17 Salary		MS 2017-18 Row	2017-18 Salary
A	39,259	→	A	40,241
B	41,152	→	B	42,176
C	43,039	→	C	44,111
D	44,926	→	D	46,046
E	46,813	→	E	47,981
F	48,699	→	F	49,916
G	50,588	→	G	51,851
H	52,476	→	H	53,786
I	54,368	→	I	55,721
J	56,249	→	J	57,656
K	58,142	→	K	59,591
L	60,026	→	L	61,526
M	61,916	→	M	63,461
N	63,799	→	N	65,396
O	65,689	→	O	67,331
P	67,580	→	P	69,266
Q	69,460	→	Q	71,201
R	71,352	→	R	73,136
S	73,238	→	S	75,071

Placement of Teachers Who Did Not Receive a 2016-17
Evaluation on the 2017-18 Salary Schedule

MS+15 2016-17 Row	2016-17 Salary		MS+15 2017-18 Row	2017-18 Salary
A	40,964	→	A	41,989
B	42,851	→	B	43,924
C	44,735	→	C	45,859
D	46,623	→	D	47,794
E	48,515	→	E	49,729
F	50,397	→	F	51,664
G	52,289	→	G	53,599
H	54,174	→	H	55,534
I	56,061	→	I	57,469
J	57,952	→	J	59,404
K	59,837	→	K	61,339
L	61,723	→	L	63,274
M	63,614	→	M	65,209
N	65,501	→	N	67,144
O	67,388	→	O	69,079
P	69,276	→	P	71,014
Q	71,166	→	Q	72,949
R	73,050	→	R	74,884
S	74,939	→	S	76,819

Placement of Teachers Who Did Not Receive a 2016-17
Evaluation on the 2017-18 Salary Schedule

MS+30 2016-17 Row	2016-17 Salary		MS+30 2017-18 Row	2017-18 Salary
A	42,660	→	A	43,726
B	44,548	→	B	45,661
C	46,435	→	C	47,596
D	48,322	→	D	49,531
E	50,211	→	E	51,466
F	52,100	→	F	53,401
G	53,985	→	G	55,336
H	55,876	→	H	57,271
I	57,765	→	I	59,206
J	59,648	→	J	61,141
K	61,539	→	K	63,076
L	63,424	→	L	65,011
M	65,313	→	M	66,946
N	67,201	→	N	68,881
O	69,085	→	O	70,816
P	70,977	→	P	72,751
Q	72,861	→	Q	74,686
R	74,751	→	R	76,621
S	76,638	→	S	78,556

Placement of Teachers Who Did Not Receive a 2016-17
Evaluation on the 2017-18 Salary Schedule

ED 2016-17 Row	2016-17 Salary		Doctorate 2017-18 Row	2017-18 Salary
A	44,357	→	A	45,466
B	46,247	→	B	47,401
C	48,136	→	C	49,336
D	50,021	→	D	51,271
E	51,911	→	E	53,206
F	53,795	→	F	55,141
G	55,687	→	G	57,076
H	57,572	→	H	59,011
I	59,460	→	I	60,946
J	61,348	→	J	62,881
K	63,235	→	K	64,816
L	65,128	→	L	66,751
M	67,009	→	M	68,686
N	68,900	→	N	70,621
O	70,786	→	O	72,556
P	72,674	→	P	74,491
Q	74,564	→	Q	76,426
R	76,446	→	R	78,361
S	78,338	→	S	80,296

APPENDIX B - ECA Schedules

Index Based on Beginning Teacher's Salary (BS/A)					
Level	Step 1	Step 2	Step 3	Step 4	Step 5
10	10.00%	11.25%	12.50%	13.75%	15.00%
9	9.00%	10.13%	11.25%	12.38%	13.50%
8	8.00%	9.00%	10.00%	11.00%	12.00%
7	7.00%	7.88%	8.75%	9.63%	10.50%
6	6.00%	6.75%	7.50%	8.25%	9.00%
5	5.00%	5.63%	6.25%	6.88%	7.50%
4	4.00%	4.50%	5.00%	5.50%	6.00%
3	3.00%	3.38%	3.75%	4.13%	4.50%
2	2.00%	2.25%	2.50%	2.75%	3.00%
1	1.00%	1.13%	1.25%	1.38%	1.50%

2017-18 Organizational Positions

Level 10 (none)

Level 9 (none)

Level 8

High School Technology Coordinator
Summer TV
Summer Radio

Level 7 (none)

Level 6

Middle School Technology Coordinator

Level 5

High School Assistant Auditorium Director
High School Planetarium Director
Middle School Auditorium Director

Level 4

High School Bus Supervision
Middle School Bus Supervision
Elementary Technology Coordinator

Level 3

Elementary Language Arts Lead Teacher

Level 2

Elementary Mathematics Lead Teacher
Elementary Science Lead Teacher
Elementary Social Studies Lead Teacher
Freshman Center House Leader
Middle School Team Leader
Remediation Coordinator
Middle School Electronic Gradebook
Coordinator/Webmaster

Level 1

Elementary Electronic Gradebook
Coordinator/Webmaster

2017-18 Co-Curricular Positions

Level 10 (none)

Level 9 (none)

Level 8

High School Band Director
High School Choir Director
High School Orchestra Director
High School TV Director
HS Radio Director

Level 7 (none)

Level 6

High School Head Debate
High School Head Speech
High School Assistant Band Director
High School Assistant Choir Director
High School Assistant Orchestra
High School Spring Musical Producer
High School Spring Musical Technical Director
High School Newspaper
High School Yearbook
High School TechHounds Sponsor
High School DECA Sponsor
High School House of Representatives

Level 5

High School Dance Team (fall)
High School Dance Team (winter)
High School Student Senate

Level 4

High School Thespian Sponsor
High School Assistant DECA Sponsor
High School Assistant Debate
High School Assistant Speech Sponsor
High School Honor Society Sponsor

High School Assistant TechHounds Sponsor

Level 3

High School Spring Musical/Music Director
High School Spring Musical/Orchestra Conductor
High School Drama, Fall Production
High School Drama, Winter Production
High School Assistant Honor Society Sponsor
High School Assistant Thespian Sponsor

High School Prom Sponsor & Class Fundraiser Sponsor
High School Key Club
High School Lifelines
High School Academic Competition Sponsor (Science Olympiad, Academic Superbowl, Mock Trial, Economics Club)*
Middle School Musical/Drama Production

Level 2

High School Assistant Radio
High School Assistant TV
High School Principal's Assignments
High School Assistant Academic Competition Sponsor
High School Assistant Key Club

High School Class Sponsor
Middle School Student Government
Middle School Principal's Assignments
Middle School Assistant Production
Middle School Band
Middle School Academic Competition Sponsor
Middle School Choir
Middle School Orchestra
Elementary Principals' Assignments
Elementary Choir
Elementary Student Broadcast
Elementary Student Government

Level 1

Elementary Academic Competition Sponsor

2017-18 Athletic Positions

Level 10

High School Head Baseball
High School Head Cross Country
High School Head Fall/Competition Cheerleading
High School Head Golf

High School Head Soccer
High School Head Softball
High School Head Swimming
High School Head Tennis
High School Head Track
High School Head Volleyball
High School Head Wrestling
High School Lacrosse

Level 9

High School Assistant Football
High School Assistant Basketball

Level 8 (none)

Level 7 (none)

Level 6

High School Assistant Baseball
High School Assistant Cross Country
High School Assistant Golf

High School Assistant Soccer
High School Assistant Softball
High School Assistant Swimming
High School Assistant Tennis
High School Assistant Track
High School Assistant Volleyball
High School Assistant Wrestling
High School Assistant Lacrosse
9th Grade Head Baseball
9th Grade Head Basketball
9th Grade Head Football
9th Grade Head Soccer
9th Grade Head Softball
9th Grade Head Tennis
9th Grade Head Volleyball
High School Head Winter Cheerleading

Level 5

High School Head Intramurals

9th Grade Assistant Baseball
9th Grade Assistant Basketball
9th Grade Assistant Football
9th Grade Assistant Softball
Middle School Head Baseball
Middle School Head Basketball
Middle School Head Cross Country
Middle School Head Football
Middle School Head Softball

Middle School Head Tennis
Middle School Head Track
Middle School Head Volleyball
Middle School Head Wrestling
High School Assistant Cheerleading

Level 4

High School Assistant Intramurals

Middle School Assistant Baseball
Middle School Assistant Basketball
Middle School Assistant Cross Country
Middle School Assistant Football
Middle School Assistant Softball
Middle School Assistant Tennis
Middle School Assistant Track
Middle School Assistant Wrestling

Level 3

Middle School Fall Cheerleading

Middle School Winter Cheerleading
Middle School Intramurals

Level 2

Middle School Assistant Cheerleading
(winter only)
Middle School Assistant Intramurals

Level 1 (none)

2018-19 Organizational Positions

Level 10 (none)

Level 9 (none)

Level 8

High School Technology Coordinator
Summer TV

Summer Radio

Level 7 (none)

Level 6

Middle School Technology Coordinator

Level 5

High School Assistant Auditorium Director
High School Planetarium Director
Middle School Auditorium Director

Level 4

High School Bus Supervision
Middle School Bus Supervision
Elementary Technology Coordinator

Level 3

Level 2

Elementary Lead Teacher
Freshman Center House Leader
Middle School Team Leader
Remediation Coordinator
Middle School Electronic Gradebook
Coordinator/Webmaster

Level 1

Elementary Electronic Gradebook
Coordinator/Webmaster

2018-19 Co-Curricular Positions

Level 10 (none)

Level 9 (none)

Level 8

High School Band Director
High School Choir Director
High School Orchestra Director
High School TV Director
HS Radio Director

Level 7 (none)

Level 6

High School Assistant Band Director
High School Assistant Choir Director
High School Assistant Orchestra
High School Spring Musical Producer

High School DECA Sponsor
High School House of Representatives
High School Spring Musical Technical Director
High School Newspaper
High School Yearbook
High School TechHounds Sponsor

Level 5

High School Dance Team (fall)
High School Dance Team (winter)
High School Student Senate

Level 4

High School Thespian Sponsor
High School Assistant DECA Sponsor

High School Honor Society Sponsor

High School Assistant TechHounds Sponsor

Level 3

High School Spring Musical/Music Director
High School Spring Musical/Orchestra Conductor
High School Drama, Fall Production
High School Drama, Winter Production
High School Assistant Honor Society Sponsor
High School Assistant Thespian Sponsor
High School Head Debate
High School Head Speech

High School Key Club
High School Lifelines
High School Academic Competition Sponsor (
Science Olympiad, Academic
Superbowl, Mock Trial, Economics Club)*
Middle School Musical/Drama Production

Level 2

High School Assistant Radio
High School Assistant TV
High School Principal's Assignments
High School Assistant Academic
Competition Sponsor
High School Prom Sponsor & Class Fundraiser Sponsor
High School Assistant Debate
High School Assistant Speech Sponsor
High School Assistant Key Club

High School Class Sponsor
Middle School Student Government
Middle School Principal's Assignments
Middle School Assistant Production
Middle School Band
Middle School Academic Competition Sponsor
Middle School Choir
Middle School Orchestra
Elementary Principals' Assignments
Elementary Choir
Elementary Student Broadcast
Elementary Student Government

Level 1

Elementary Academic Competition Sponsor

2018-19 Athletic Positions

Level 10

High School Head Baseball
High School Head Cross Country
High School Head Fall/Competition Cheerleading
High School Head Golf

High School Head Soccer
High School Head Softball
High School Head Swimming
High School Head Tennis
High School Head Track
High School Head Volleyball
High School Head Wrestling
High School Lacrosse

Level 9

High School Assistant Football
High School Assistant Basketball

Level 8 (none)

Level 7 (none)

Level 6

High School Assistant Baseball
High School Assistant Cross Country
High School Assistant Golf

High School Assistant Soccer
High School Assistant Softball
High School Assistant Swimming
High School Assistant Tennis
High School Assistant Track
High School Assistant Volleyball
High School Assistant Wrestling
High School Assistant Lacrosse
9th Grade Head Baseball
9th Grade Head Basketball
9th Grade Head Football
9th Grade Head Soccer
9th Grade Head Softball
9th Grade Head Tennis
9th Grade Head Volleyball
High School Head Winter Cheerleading

Level 5

High School Head Intramurals

9th Grade Assistant Baseball
9th Grade Assistant Basketball
9th Grade Assistant Football
9th Grade Assistant Softball
Middle School Head Baseball
Middle School Head Basketball
Middle School Head Cross Country
Middle School Head Football
Middle School Head Softball

Middle School Head Tennis
Middle School Head Track
Middle School Head Volleyball
Middle School Head Wrestling
High School Assistant Cheerleading

Level 4

High School Assistant Intramurals

Middle School Assistant Baseball
Middle School Assistant Basketball
Middle School Assistant Cross Country
Middle School Assistant Football
Middle School Assistant Softball
Middle School Assistant Tennis
Middle School Assistant Track
Middle School Assistant Wrestling

Level 3

Middle School Fall Cheerleading

Middle School Winter Cheerleading
Middle School Intramurals

Level 2

Middle School Assistant Cheerleading
(winter only)
Middle School Assistant Intramurals

Level 1 (none)


WAGE PAYMENT AGREEMENT

Pursuant to IC 20-26-5-32.2 Carmel Clay Schools ("CCS") and the Carmel Teachers' Association ("CTA") agree as follows regarding the pay periods for teachers as represented by the CTA:

1. The number of pay periods shall be twenty-six (26) or twenty-one (21) per year as selected by the teacher.
2. Teachers will remain on their selected pay period unless they request a change in writing to the Director of Human Resources prior to August 1. No changes will be made during a contract year.
3. CCS agrees this Agreement will not be construed as a waiver of any claim by CTA that a wage payment agreement may be included in a collective bargaining agreement.
4. This agreement remains in effect unless revoked by either party. Notice of revocation will be effective thirty (30) days after the notice of revocation is delivered to the non-revoking party.

Signed with an effective date of July 24, 2017.

CARMEL CLAY SCHOOLS



President

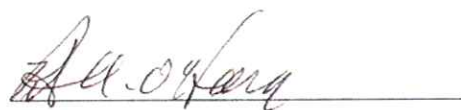
Board of School Trustees



Secretary

Board of School Trustees

CARMEL TEACHERS' ASSOCIATION



President

Carmel Teachers' Association