

AGREEMENT

between the

BOARD OF SCHOOL TRUSTEES

OF THE

**GREATER JASPER
CONSOLIDATED SCHOOLS**

and the

**JASPER CLASSROOM
TEACHERS ASSOCIATION**

2019-2021

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BETWEEN THE
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OF THE
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AND THE
JASPER CLASSROOM TEACHERS ASSOCIATION**

THIS CONTRACT ENTERED INTO AS OF THE 28th DAY OF OCTOBER 2019 BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE GREATER JASPER CONSOLIDATED SCHOOLS, HEREINAFTER CALLED THE "BOARD", AND THE JASPER CLASSROOM TEACHERS ASSOCIATION, HEREINAFTER CALLED THE "ASSOCIATION".

ARTICLE I

RECOGNITION

The Board recognizes the Jasper Classroom Teachers Association as the Exclusive Representative of certificated school employees in the following bargaining unit:

All full-time and part-time certificated employees, as defined in Public Law 217, in the Greater Jasper Consolidated Schools, except for the following: Superintendents and Assistant Superintendents, Administrative Assistants, Coordinator of Federal Programs, Principals and Assistant Principals, Athletic Director, Employees having district-wide responsibility for directing other school employees or serving in a district wide supervisory capacity, Confidential Employees and employees performing security work as defined in Public Law 217, Employees performing security work as defined in Public Law 217, and employees holding positions not requiring certification.

ARTICLE II

DEFINITIONS

As used in this Contract:

1. The terms "Board" and "Association" shall include authorized officers and representatives.
2. The terms "School Corporation" or "School Employer" means the Greater Jasper Consolidated Schools of the County of Dubois of the State of Indiana.
3. When references are made to male teachers it also includes female teachers.

ARTICLE III

SALARY AND WAGE

1. The salaries and wages of teachers to be affected by this Contract are set forth in Appendix A hereto.
2. Extracurricular positions/ancillary duties and the stipends payable to teachers assigned thereto on a year-to-year basis in addition to that compensation set forth in Appendix A are set forth in Appendix B hereto.
3. Teachers may attend, free of charge, all home athletic events sponsored solely by the Greater Jasper Consolidated Schools. In addition all teachers in the Greater Jasper Consolidated Schools shall be offered the opportunity to purchase sports tourney tickets in advance of sale to the general public.
4. A teacher and spouse or a guest may attend, free of charge, all other school activities, excluding home athletic events, sponsored solely by the Greater Jasper Consolidated Schools.
5. Basic salaries for teachers shall be paid at the teacher's option in one of the following ways: (1) in twenty-six (26) payments which shall be equal to the nearest penny; or (2) in twenty (20) payments at one-twenty-fifth ($1/25^{\text{th}}$) per payment plus a twenty-first (21^{st}) payment which shall include the balance of the contractual sum for that school year, provided that all services contracted for have been completed by that date. Teachers choosing the second option above, shall notify the Corporation Business Office in writing not later than August 1st. It is understood that no changes will be made once a choice has been made, for the duration of the individual teaching Contract. Summer checks, other than for summer school teachers and teachers who selected payment option number two (2.) hereinabove, shall be picked up at the teacher's option, at regular two (2) week intervals.

ARTICLE IV

FRINGE BENEFITS

1. HEALTH INSURANCE.

- a. The Board shall continue an existing Health Insurance Plan as amended to provide benefits, which provides individual and/or family type medical and hospitalization, which includes surgical and major medical care provisions. The Board shall pay towards the cost of each teacher's plan as follows:

SINGLE PLAN	Fully paid by the Board, less Five Hundred Twenty-Five Dollars (\$525) per year, which shall be paid for by the teacher.
EMPLOYEE/DEPENDENT	Fully paid by the Board less One Thousand Seven Hundred Dollars (\$1,700) per year which shall be paid for by the teacher.
EMPLOYEE/SPOUSE	Fully paid by the Board less One Thousand Seven Hundred Dollars (\$1,700) per year which shall be paid for by the teacher.
FAMILY PLAN	Fully paid by the Board less Two Thousand Fifty-Five Dollars (\$2,055), which shall be paid for by the teacher.
HUSBAND AND WIFE BOTH EMPLOYED BY THE SCHOOL SYSTEM	Fully paid by the Board less One Thousand Fifty Dollars (\$1,050) per spouse for two (2) single plans or a family plan which shall be paid for by the teacher.

- b. Teachers are not required to enroll in the Health Insurance Plan in effect in the School Corporation in order to receive Life Insurance benefits, Disability Insurance benefits, Dental Insurance benefits and Vision Insurance benefits as spelled out in the agreement. In other words, teachers who choose not to take Health Insurance benefits are still entitled to take the Life Insurance and Disability Insurance if they so desire, with the Board paying the full premium costs for these other insurances. Teachers who choose not to take the Health Insurance but do wish to take the Dental Insurance and Vision Insurance may choose either the single or family plans at the cost of One Dollar (\$1.00) per year.
- c. It is understood and agreed to that teachers who take Health Insurance, Vision Insurance and Dental Insurance or any two (2) said insurances, must take all single plans or all family plans.
- d. It is understood that once an employee reaches age 65, all dependents shall be removed from the Health, Dental and Vision Insurances.
- e. New employees may be covered under the Health Insurance Plan as of October 1

upon request. If said employee desires Health Insurance coverage prior to October, he may obtain Health Insurance coverage by paying full cost of the premium from date of signing Contract.

- f. Future Enrollees – Three hundred sixty-five (365) day waiting period for which the insured received medical advice or treatment during the ninety (90) days prior to the effective date. Proof of Health Insurance waives this waiting period.
- g. In the event said deceased certified employee's spouse is younger than the certified employee was, and wishes to remain in the group insurance programs beyond the time when the deceased would have been eligible for Medicare, said spouse and dependent children at the time of the certified employee's death shall be allowed to remain in the group insurance programs until the spouse becomes eligible for Medicare, with the spouse paying One Hundred Percent (100%) of the insurance premiums.

2. VISION INSURANCE.

The Board shall provide to all teachers Vision Insurance at the cost of \$1.00 per year. The coverage will pay the following minimums:

Covered Expenses	One Hundred Percent (100%) no deductible
Annual Individual Maximum	Two Hundred Dollars (\$200.00)

3. DENTAL INSURANCE

The Board agrees to provide for each teacher a fully paid, less \$1.00, single or family Dental Plan, which includes a Five Hundred Dollar (\$500.00) lifetime maximum orthodontics benefit. The deductible for the single plan will be Twenty-Five Dollars (\$25.00), and the deductible for the family plan will be Fifty Dollars (\$50.00). Covered expenses will be paid at Eighty Percent (80%) after deductible up to One Thousand Dollars (\$1,000.00). The insurance carriers for Health, Dental and Vision Insurance, and the coverage for those insurance plans shall not be changed from the present carriers and coverage except by written mutual agreement between the Board and the Association.

4. LIFE INSURANCE.

Life Insurance shall be One Hundred Thousand Dollars (\$100,000.00) + AD&D Two Hundred Thousand Dollars (\$200,000.00).

5. LONG-TERM DISABILITY INSURANCE.

The Long-Term Disability Insurance which is currently in effect shall be fully paid by the Board.

Each employee shall be covered by a Long-Term Disability Insurance program, fully paid for by the Board, that provides for a minimum benefit of sixty-six and two-thirds (66

2/3) of salary according to the following schedule:

DISABILITY COMMENCING	MAXIMUM BENEFIT PERIOD
Prior to sixtieth (60 th) birthday	To Social Security Normal Retirement Age
Between sixtieth (60 th) birthday and sixty-fifth (65 th) birthdays	Three (3) years or to Social Security Normal Retirement Age, whichever is longer
After sixty-fifth (65 th) and before seventieth (70 th) birthday	Two (2) years, but not beyond seventieth (70 th) birthday; if sixty-nine (69) before end of qualifying period, Maximum Benefit Period is twelve (12) months
On or after seventieth (70 th) birthday	Twelve (12) months

The Plan shall not coordinate with teacher retirement disability, and shall also contain a Social Security Freeze. The Plan shall also have a one hundred eighty (180) calendar day waiting or elimination period. The maximum amount any teacher may receive from the insurance company per month is limited to Five Thousand Dollars (\$5,000.00). These minimum specifications shall not be changed without mutual agreement.

The parties recognize and agree that the Long-Term Disability (LTD) Insurance coverage shall be Schedule III-C and shall be fully paid for by the Board.

6. SECTION 125.

Phase I of Section 125 shall be added as quickly as possible with the carrier provided. Phase II of Section 125 will be added, however, that the Board shall incur no costs or responsibility for the administration of the program.

ARTICLE V

RETIREMENT

1. ENTITLEMENT TO RETIREMENT SEVERANCE BENEFITS, VESTING REQUIREMENTS.

Upon retirement from the Greater Jasper Consolidated School Corporation, a teacher shall be fully vested in the retirement benefits described in this Article if the retiring teacher has satisfied the following requirements:

- a. Immediately prior to retirement, the retiring teacher must have taught a minimum of ten (10) years in the School Corporation;
- b. The retiring teacher must be at least fifty (50) years or older during his or her retirement year.

2. 401(a) RETIREMENT.

The School Corporation shall establish a qualified retirement plan as described in section 401(a) of the Code [the "401(a) Plan"] for the buyout dollars for the Retirement and Bridge to Social Security benefits in the Prior Agreement. The total sum of the amount calculated by ESC as the present value for the Retirement Pay and Bridge to Social Security Benefits shall then be contributed by the School Corporation to the 401(a) Retirement and Bridge to Social Security Buyout Plan.

- a. Separate Accounts. The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the selected investment vendor for the 401(a) Plan.
- b. Vesting. Until such time that an employee has retired and satisfied the eligibility requirements set forth in this Article, the employee shall have no access to the assets held in his or her separate 401(a) account.
- c. Forfeiture. If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in subsection 1. of this Article, for any reason, the terminated employee's 401(a) account shall be forfeited. The forfeited amounts shall be redistributed among the remaining active participants on a pro rata basis based upon each teacher's share of the initial buyout dollars.
- d. Distributions. Following retirement and the satisfaction of the requirements set forth in subsection 1. of this Article, a retired employee may elect to commence distributions from his 401(a) account. If an employee shall die after having ten (10) years of experience in the School Corporation and who is at least fifty (50), the deceased employee's 401(a) account shall be distributable to the decedent's

designated beneficiary or to his/her estate if no beneficiary designation has been made. (At no time may a participant borrow from his 401(a) account.)

- e. Costs. The School Corporation shall not be paid any compensation for its services performed on behalf of the 401(a) Plan. All costs incurred in the administration of the 401(a) Plan and investment fees shall be paid from the 401(a) Retirement and Bridge to Social Security Buyout Plan assets.
- f. Additional Plans. The School Corporation may establish other qualified plans as described in section 401(a) of the Code, subject to such terms and conditions as the School Corporation shall determine, in its sole discretion, to be appropriate. Such additional plans may be maintained separate from the 401(a) Plan or for administrative convenience maintained as part of the 401(a) Plan.

3. VEBA.

The School Corporation shall contribute to a Voluntary Employees' Beneficiary Association ("VEBA"), as described in section 501(c)(9) of the Internal Revenue Code, that amount representing the present value of the group Health Insurance benefits, as calculated for all employees using the assumptions to which the parties mutually agreed. Additional terms and conditions for the administration and operations of the VEBA shall be as follows:

- a. Separate Accounts. The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the selected investment vendor for the VEBA.
- b. Vesting. Until such time that an employee has retired and satisfied the eligibility requirements set forth in Section 1. of this Article, the employee shall have no access to the assets held in his or her separate VEBA account.
- c. Forfeiture. If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in Section 1. of this Article for any reason, the terminated employee's VEBA account shall be forfeited. Forfeited amounts shall be reallocated at the end of each plan year only among the then-remaining separate VEBA accounts in a manner similar to that used in initially determining the present value calculations. Therefore, the VEBA accounts of the following employees will not share in the reallocation of a forfeiture of a VEBA account:
 - i. Employees who have forfeited their VEBA accounts in the same year;
 - ii. Employees who previously forfeited their VEBA accounts; and
 - iii. Employees who have attained age fifty-nine (59) and terminated employment in or before the year of the reallocated forfeiture.

Furthermore, VEBA accounts of employees who have attained age fifty-nine (59), but not terminated employment may share in the reallocated forfeiture, but on a reduced basis.

- d. Distributions. Following retirement and the satisfaction of the requirements set forth in Section 1. of this Article, a retired employee may use the amounts held in his/her separate VEBA account to pay Health Insurance premiums, term Life Insurance premiums, long-term care, and unreimbursed medical expenses of the employee, spouse, and dependents. Furthermore, following the death of the employee who had otherwise satisfied the requirements of Section 1. of this Article, any amounts remaining in the deceased employee's VEBA account may continue to be used to pay these premiums and expenses of the employee's spouse and dependents. Any amounts not distributed to or for the benefit of the employee, spouse and/or dependents will be forfeited and reallocated among the remaining separate VEBA accounts. (At no time may the VEBA make loans to an employee, his/her spouse, or dependents.)
- e. Costs. The School Corporation shall not be paid any compensation for its services performed on behalf of the VEBA. All costs incurred in the administration of the VEBA and investment fees shall be paid from the VEBA assets.

4. RETIREMENT SAVINGS PLANS.

a. Section 401(a) Annuity Plan.

- i. The Board will contribute an amount equal to One Percent (1%) of the teacher's salary schedule salary and deposit such amounts into a Section 401(a) account maintained by the Board on behalf of the teacher.
- ii. Such deposits shall be made on a monthly basis.
- iii. Any contributions made by the Board to the Section 401(a) Plan on behalf of certified employees are subject to a vesting schedule. To be fully vested in this ongoing contribution, the teacher is subject to the following vesting schedule:

Completed Years of Service	Percent
1	20%
2	40%
3	60%
4	80%
5	100%

For purposes of this section, "continuous completed years of service" refers to and is calculated by the number of consecutive regular or

temporary teacher's Contracts (no more than one Contract per school year) executed by the employee. Authorized leaves of absences shall not be considered to be a break in continuous employment. Current employees will receive credit for their continuous completed years of service as of June 30, 2004. A teacher who is not fully vested in this program and who voluntarily resigns or is terminated shall forfeit any non-vested amounts and shall not retain any prior partial vesting rights if ever rehired by the Board.

b. VEBA Plan.

- i. Ongoing Contribution. Effective with the 2004-2005 school year, the Board will contribute an amount equal to One Percent (1%) of a teacher's salary schedule salary into an individual VEBA account for the teacher. Such deposits shall be made on a monthly basis.
- ii. Separate Accounts. The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the selected investment vendor for the VEBA.
- iii. Vesting. To be fully vested in this ongoing contribution, the teacher is subject to the following vesting schedule:

Completed Years of Service	Percent
1	20%
2	40%
3	60%
4	80%
5	100%

For purposes of this section, "continuous completed years of service" refers to and is calculated by the number of consecutive regular or temporary teacher's Contracts (no more than one Contract per school year) executed by the employee. Authorized leaves of absences shall not be considered to be a break in continuous employment. Current employees will receive credit for their continuous completed years of service as of June 30, 2004. A teacher who is not fully vested in this program and who voluntarily resigns or is terminated shall forfeit any non-vested amounts and shall not retain any prior partial vesting rights if ever rehired by the Board.

- iv. Forfeiture. If an employee retires or otherwise terminates employment before satisfaction of the vesting requirements set forth in Section b. above for any reason, the terminated employee's VEBA account shall be

forfeited.

- v. Distributions. Following retirement and the satisfaction of the requirements set forth in Section 1. of this Article, a retired employee may use the amounts held in his/her separate VEBA account to pay Health Insurance premiums, term Life Insurance premiums, long-term care and unreimbursed medical expenses of the employee, spouse, and dependents. Furthermore, following the death of the employee who had otherwise satisfied the requirements of Section 1. of this Article, any amounts remaining in the deceased employee's VEBA account may continue to be used to pay these premiums and expenses of the employee's spouse and dependents. Any amounts not distributed to or for the benefit of the employee, spouse and/or dependents will be forfeited and reallocated among the remaining separate VEBA accounts. (At no time may the VEBA make loans to an employee, his/her spouse, or dependents.)
- vi. Costs. The School Corporation shall not be paid any compensation for its services performed on behalf of the VEBA. All costs incurred in the administration of the VEBA and investment fees shall be paid from the VEBA assets.

5. VENDOR.

The single investment vendor for the 401(a) and VEBA plans shall be mutually agreed upon by the parties.

ARTICLE VI
LEAVES OF ABSENCE

1. COURT LEAVE.

Court leave with pay shall be granted to teachers for the time necessary to make appearance(s) in any court proceeding when requested to so appear by the School Corporation or State of Indiana.

2. JURY DUTY LEAVE.

A teacher called for jury duty shall, during the required period of absence from assigned duty by the School Employer, be paid his full Contract salary provided that such teacher agrees to return to the Board immediately upon receipt all pay, less expense money received, for serving on jury duty.

3. PERSONAL LEAVE.

Each full-time teacher employed under Contract shall be entitled to four (4) days of absence per school year without loss of pay for family emergency or for the transaction of personal business and/or the conduct of personal or civic affairs. Teachers may carry over up to five (5) unused personal leave days from a previous year or years so that a teacher may, in any one (1) school year, have up to nine (9) days of personal leave for use. Other unused personal leave days, over and above the five (5) days which may carry over from year to year, will accumulate as sick leave. A teacher employed under Contract for only a portion of the school year shall be entitled to only a proportionate number of personal leave days.

4. PERSONAL BUSINESS LEAVE INCENTIVE PAY.

During the school year, a teacher who uses:

- a. None (0) days of his/her personal business leave days shall receive Two Hundred Twenty-Five Dollars (\$225.00) in a separate check no later than the last of June.
- b. One-half (½) day, but not more than one (1) day of his/her personal business leave days shall receive One Hundred Fifty Dollars (\$150.00) in a separate check not later than the last of June.

5. SICK LEAVE.

- a. Each full-time teacher employed under Contract shall be entitled to be absent from work on account of personal illness or quarantine eighteen (18) days for each year of employment without loss of compensation.
- b. If in any one school year the teacher shall be absent for such illness or quarantine

less than the prescribed number of days, the remaining days including unused personal leave days, over and above the five (5) days of personal leave which may carry over as personal leave, shall be accumulative without limit. The Greater Jasper Schools shall buy down accumulated days above one hundred eighty (180) for each affected teacher at the rate of Fifty Dollars (\$50.00) per day. Greater Jasper Schools shall buy unused annual sick leave days above one hundred eighty (180) for each affected teacher at the rate of Fifty Dollars (\$50.00) per day. Monies will be deposited into teacher's individual Section 401(a) accounts.

- c. A teacher employed under Contract for only a portion of the school year shall be entitled to a proportionate number of days of sick leave, and unused days will be accumulative as specified herein.
- d. Teachers on summer school employment shall be entitled to use accumulated sick leave, personal leave and emergency leave.
- e. Illness in Family Leave. All professional personnel of the School Corporation shall be allowed to use all of their sick leave days, including accumulated days, in case of illness, surgery, or accident involving a spouse, child, parent and any other relative living as a member of the teacher's household.

6. SICK LEAVE INCENTIVE PAY.

During the school year, a teacher who uses:

- a. None (0) days of his/her sick leave days shall receive One Hundred Seventy-Five Dollars (\$175.00); or,
- b. One-half ($1/2$) day, but not more than one (1) day of his/her sick leave days shall receive One Hundred Dollars (\$100.00); or
- c. One and one-half ($1\frac{1}{2}$) days, but not more than two (2) days of his/her sick leave days shall receive Fifty Dollars (\$50.00).

Such additional pay for which a teacher qualifies shall be paid in a separate check not later than the last of June.

Days donated to the sick leave bank do not cause a teacher to forfeit the sick leave incentive pay.

Once a teacher accumulates at least one hundred eighty (180) sick leave days, these sick leave incentive provisions do not apply. Once a teacher has accumulated 180 sick leave days, the incentive pay will be deposited into said teacher's 401(a) account, at \$50 per unused sick leave day above 180.

7. SICK LEAVE BANK.

In addition to that sick leave absence to which full-time teachers employed under Contract shall be entitled under separate paragraph of this Agreement, said teachers may be entitled to be absent from work without loss of compensation on account of personal illness for up to ninety (90) school days per regular school year by use of sick-leave days contributed to a sick leave bank. Such bank shall be entitled by the School Employer and administered as follows:

- a. Each such teacher wishing to participate in sick leave bank shall contribute one (1) day of unused sick leave to such bank, upon date of hire, which one (1) day shall thereupon be deducted from the number of said teacher's then available sick leave days. In no event shall the Board contribute days to the bank. It is understood that when the number of days in the bank falls below ninety (90) days, that all current members of the bank shall automatically be assessed one (1) additional day.
- b. Said sick leave bank shall be administered by a committee composed of four (4) individuals: two (2) participating teachers selected by the Exclusive Representative, one (1) principal selected by the Board, and one (1) person designated by the Superintendent. All requests for use of days from the bank shall be made, in writing, to the committee and should be ruled upon by the committee within five (5) days after receipt. The Committee shall make the final decision as to distribution and allocation of days to participating applicants.
- c. Participating teachers may be granted days from the bank if the following conditions have been met:
 1. The teacher has exhausted all sick leave days, including accumulated sick and personal leave days;
 2. The teacher shall furnish to the Board and/or Committee such physician's statement of need or medical condition as may be required from time to time by the Board or Committee;
 3. The number of days allocated by the Committee may be reviewed by the Committee from time to time and the Committee shall have the authority to decrease or increase the number of days previously granted by the Committee; provided, however, that no individual may be granted more than a total of ninety (90) school days per regular school year.
 4. It is understood that any teacher or administrator who is granted sick leave bank days shall repay the bank at the rate of five (5) days per school year. The repayment days shall be taken from the teacher or administrator's annual allotment of leave days by September 15th of the school year following the year in which the days are granted and will continue each

school year thereafter until such days are repaid. A teacher or administrator who wants to repay more than five (5) days at the beginning of each school year shall be allowed to do so. The committee may waive repayment of days in whole or in part. The committee's determination shall be made on a case-by-case basis.

- d. The Committee shall not grant nor shall teachers be entitled to days during periods when such teacher is eligible to receive workmen's compensation or income protection benefits. In the event that any of the above reasons for exclusion shall be ruled to be unlawful or unenforceable, this entire plan shall immediately become null and void.
- e. It is understood and agreed to that any and all administrators in the Greater Jasper Consolidated Schools are allowed to participate in the sick leave bank in the same manner as any teacher in the Corporation.

8. BEREAVEMENT LEAVE.

- a. In the case of each death in the immediate family of a regularly employed teacher, the teacher is entitled to be absent without loss of compensation for five (5) school days to be used in a nine (9) month period following the death in the immediate family, beginning, at the option of the teacher, on the date of death or on the day following date of such death. "Immediate family" is interpreted as including only father, mother, brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandparent, grandchild, son-in-law and daughter-in-law. Any other relative who at the time of death was living as a member of the teacher's household will be considered as a member of the immediate family. Additional bereavement leave days may be granted, upon request, in the event of a death in the "Immediate Family".
- b. In the case of each death of an uncle, aunt, niece or nephew not living in the household of the teacher, the teacher is entitled to be absent one (1) day without loss of compensation, provided, however, said teacher does on said day attend in person the last burial rights of the stated family member; that said burial rites occur while said teacher is performing duties as assigned by the School Employer under a valid teacher's Contract; and that said burial rites do not occur during the time when said teacher is absent from assigned duties due to vacation, holidays, or leaves of absence, or sick leaves, or leaves for personal business, which may have been previously granted or approved by the School Employer. Provided, however, that if the location of the funeral for said decedent is more than two hundred forty-nine (249) round trip miles from the teacher's residence then the teacher shall be entitled to be absent without loss of compensation for:

250-499 round trip miles	2 days
500 or more round trip miles	3 days

- c. Bereavement leave for a spouse and children shall be seven (7) school days per

occurrence to be used within a nine (9) month period.

9. PREGNANCY/MATERNITY LEAVE.

PUBLIC LAW 242 - ACT NO. 2022

SECTION 1. IC 20-6.1-6-1, as added by Acts 1976, PL. 100, SECTION 1, is amended to read as follows: Sec. 1 Leaves of Absence-Generally.

- a. A School Corporation may grant a teacher a leave of absence, for at most one (1) year, for a sabbatical or for disability or sick leave. A School Corporation may grant partial compensation for any leave in an amount it determines. However, if a teacher on a sabbatical serves an employer that agrees to reimburse the School Corporation in whole or in part of the amount of the teacher's regular salary, the School Corporation may grant full or partial compensation.
- b. During leave the teacher may maintain coverage in any group insurance program by paying the total premium including the School Corporation's share, if any, attributable to the leave period. The School Corporation may elect to pay all or part of the cost of the premium as an adopted or negotiated fringe benefit to teachers on leave.
- c. During leave extending into a part of a school year, a teacher shall accumulate sick leave in accordance with the provisions of IC 20-6.1-5-6, or any salary schedule of the School Corporation providing greater sick leave, in the same proportion which the number of days the teacher is paid during such year for work or leave bears to the total number of days for which teachers are paid in the School Corporation.
- d. All or part of a leave granted for sickness or disability, including pregnancy-related disability, may be charged at the teacher's discretion to the teacher's available sick days.
- e. All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick days. However, the teacher is not entitled to take accumulated sick leave days when the teacher's physician certifies that the teacher is capable of performing the teacher's regular teaching duties. The teacher is entitled to complete the remaining leave without pay. However, the teacher may receive compensation for the pregnancy leave pursuant to a collective bargaining agreement, or, if the teacher is not represented by an Exclusive Representative, by Board policy.

10. ADOPTION LEAVE.

A teacher shall, upon request, receive adoption leave of absence for a period not to exceed one (1) school year provided that said teacher notify the Superintendent of such intent at the time the adoption agency files legal petition with a court. The teacher shall

be allowed to use accumulated sick leave for up to twelve (12) weeks during said leave. Notification given by the teacher will be confidential information. Said leave shall commence at the time the child is physically turned over to the teacher.

11. PERSONAL INJURY LEAVE.

Absence due to injury incurred in the course of the teacher's employment shall not be charged against the teacher's sick leave days after the fifth (5th) day and up to the ninetieth (90th) day after said injury, provided that said teacher is eligible for benefits under the Indiana Workers' Compensation Act. During said period, the Board shall pay said teacher the difference between his salary and benefits received under the Indiana Workers' Compensation Act.

12. PROFESSIONAL LEAVE.

Teachers may request professional leave through their building principal by submitting a professional leave request form. Board approval must be given before the leave is taken.

13. LOBBYING LEAVE.

The Association shall be allowed three (3) days leave with pay for the President and a Designee to lobby in the State Legislature.

14. STUDY LEAVE.

A teacher on study leave may choose to continue in the School Corporation's group Medical, Dental, and Vision and/or term Life Insurance program(s) at the sole expense to the teacher, provided such teacher remits the full, total premium to the School Corporation's business office prior to the due date each month.

MISCELLANEOUS SALARY/WAGE/BENEFIT ITEMS

A. PART-TIME EMPLOYEES.

The Long-Term Disability Insurance will be fully paid by the Board for all part-time employees. It is also understood that salary and the other insurance benefits will be prorated on a six (6) hour basis.

B. TEMPORARY CONTRACT TEACHERS.

All teachers on a temporary Contract shall receive the same salary and fringe benefits as teachers on a regular teacher's Contract except those teachers who are teaching full time in a School Corporation in the Dubois-Spencer-Perry Cooperative other than Jasper.

C. TEACHER ASSISTANCE PROGRAM.

Each teacher shall have available to them, either the Teacher Assistance Program which was presented in bargaining by the Association, or another Teacher Assistance Program selected by the individual teacher(s) which shall provide the same "up to eight (8) hours of outpatient counseling per diagnosis including assessment, referral and counseling for each employee and/or spouse and children." Sessions start over six months after the last EAP service. If a teacher chooses a different Teacher Assistance Program, the School Corporation shall not be liable for more than an hourly fee of Seventy Dollars (\$70.00). It is also understood and agreed to that a teacher(s) is financially responsible for any hours used above the eight (8) hours provided herein.

D. MILEAGE PAYMENT FOR TRAVELING TEACHERS

Mileage will be paid at the IRS rate to traveling teachers after proper documentation (standard mileage form) is provided.

E. CONFERENCE/WORKSHOP EXPENSES.

When a teacher is either asked or expected to attend a particular meeting, event, conference, workshop, etc., which would necessitate an expenditure for overnight lodging and/or meals, the Board shall reimburse the teacher(s) for mileage at the standard government rate and for lodging and meals as follows:

Hotel Expense	One Hundred Percent (100%) paid with prior approval
Meals	Up to Thirty-Five Dollars (\$35.00) per day with receipts

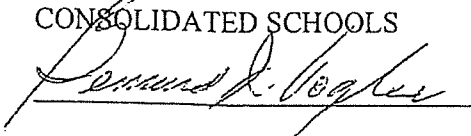
ARTICLE VII

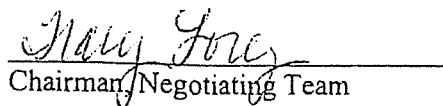
TERMS OF AGREEMENT

This Agreement shall be effective as of July 1, 2019, and shall continue in effect through June 30, 2021.

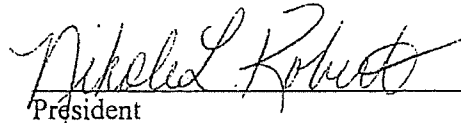
IN WITNESS WHEREOF, this Agreement is made and entered into at Jasper, Indiana, as of the day and year first above set forth, by and between the Board of Trustees of the Greater Jasper Consolidated Schools, County of Dubois, Indiana, and the Jasper Classroom Teachers Association.

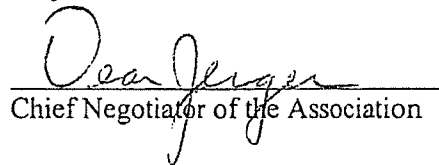
BOARD OF SCHOOL TRUSTEES
OF THE GREATER JASPER
CONSOLIDATED SCHOOLS




Chairman, Negotiating Team

JASPER CLASSROOM
TEACHER ASSOCIATION


President


Chief Negotiator of the Association

Ratified October 28, 2019

APPENDIX A-1

SALARY RANGE AND 2019-2021 COMPENSATION MODEL

The overall salary range for teachers prior to any increase under this agreement is \$38,750 - 73,642.30.

Effective July 10, 2007, the Greater Jasper Consolidated School Corporation has agreed to recognize and to award credit on the salary schedule for prior experience in a parochial school. In addition to the basic salary provided in Appendix A-1, the Board shall also pay the Indiana State Teachers' Retirement Fund (ISTRF) an additional Three Percent (3%) of each teacher's salary as that teacher's contribution to the ISTRF.

Teachers employed during the previous school year and continuing employment during each of the school years covered under this Agreement (2019-2020 and 2020-2021) are eligible for \$3,596 added to their base salary each year. To be eligible for this base salary increase, the teacher must meet the following factors:

1. Evaluation - To be eligible for this factor, a teacher must receive a rating of "Highly Effective" or "Effective" on the annual teacher performance evaluation for the previous school year. This factor accounts for 67% of the total increase.
2. Academic Needs of Students- To be eligible for this factor, a teacher must be present for 120 days (including military, bereavement, and FMLA leave) during the previous school year. This factor accounts for 33% of the total increase.

Teachers newly hired are not eligible for any increases for that school year. No teacher rated ineffective or needs improvement shall receive any salary increase, and shall remain at the prior year's salary, except for a teacher in the first two (2) full school years that the teacher provides instruction to students in elementary school or high school. If a teacher provides instruction to students in elementary school or high school in another state, any full school year, or its equivalent in the other state, that the teacher provides instruction counts toward the two (2) full school years. The amount that would otherwise have been allocated for the salary increase of teachers rated ineffective or improvement necessary shall be equally distributed among all eligible teachers rated effective or highly effective. The distribution shall be in the form of a base salary increase in years in which the negotiated compensation increase includes a base salary increase or as a one-time stipend in years in which the negotiated compensation increase is solely a one-time stipend.

In accordance with state statute, this compensation model and resulting salary increases will be implemented for the period of this Agreement only and this document does not create any precedent for future years. Future increases will result only from future negotiations. GJCS agrees to pay the costs associated with obtaining expanded criminal history background checks along with expanded child protection index checks with currently employed teachers.

NEW HIRE SALARY PLACEMENT CHART

2019-2020

Step	Bachelor	Master
0-2	\$38,750	\$41,750
3-5	\$40,750	\$43,750
6-8	\$44,250	\$47,250
9-11	\$47,250	\$50,350
12-14	\$49,250	\$53,250
15-17	\$50,750	\$56,250
18+	\$52,250	*
18-20		\$61,250
21+		\$62,250

2020-2021

Step	Bachelor	Master
0-2	\$40,000	\$43,000
3-5	\$42,000	\$45,000
6-8	\$45,500	\$48,500
9-11	\$48,500	\$51,600
12-14	\$50,500	\$54,500
15-17	\$52,000	\$57,500
18+	\$53,500	*
18-20		\$62,500
21+		\$63,500

APPENDIX B-1

EXTRA-CURRICULAR/ANCILLARY DUTYPAY

2019-2020

(Number of positions is listed for informational purposes only and NOT bargained.)

APPENDIX B-1

EXTRA-CURRICULAR/ANCILLARY DUTY PAY

2019-2020

YEARS OF EXPERIENCE IN POSITION	0	1	2
A. BOYS' ATHLETICS			
Football			
1. Head Varsity Coach			8333
2. Head Varsity Assistant	4655	4916	5166
3. Varsity Assistant and Reserve Coach	4146	4285	5166
4. Varsity Assistant and Reserve Assistant	3012	3521	4027
5. Varsity Assistant (2)	1826	2010	2193
6. Freshman	3266	3774	4285
7. Freshman Assistant	2627	2879	3101
8. Head Middle School	1972	2035	2094
9. Middle School Assistant (3)	1464	1718	1972
Basketball			
1. Head Varsity Coach			8333
2. Varsity Assistant	4146	4793	5166
3. JV	3266	3774	4285
4. Head Middle School	1972	2036	2094
5. Middle School Assistant (2)	1464	1718	1972
Wrestling			
1. Head Varsity Coach			5674
2. Varsity Assistant	2406	2627	2879
3. JV	1582	1718	1972
4. Head Middle School	1019	1074	1136
5. Middle School Assistant	842	933	1023
Track			
1. Head Varsity Coach			5674
2. Varsity Assistant	1993	2252	2502
3. JV	1464	1582	1839
4. Head Middle School	1159	1220	1274

5. Middle School Assistant	917	1032	1159
Baseball			
1. Head Varsity Coach			7038
2. Varsity Assistant	2550	2810	3060
3. JV	2020	2139	2395
Golf			
1. Head Coach	2155	2440	2981
2. Assistant	717	1078	1436
Cross Country			
1. Head Coach	2155	2441	2981
2. Assistant	717	1100	1436
3. Middle School	1159	1219	1274
4. Middle School Assistant	717	871	955
Soccer			
1. Head Coach	2155	2441	2981
2. Assistant	826	1078	1436
3. Middle School	1380	1434	1511
4. Middle School Assistant	826	915	1003
Tennis			
1. Head Coach	2155	2441	2981
2. Assistant	717	1078	1436
Swimming - Combined Boys/Girls			
1. Head Coach	3387	4029	4897
2. Assistant	1848	2198	2670
3. Diving Coach	924	1098	1336
4. Head Middle School	743	884	1074
5. Middle School Assistant	405	482	586
JMS Athletic Director	1582	1839	2094
Middle School Intramural Coordinator	1582	1839	2094
B. GIRLS ATHLETICS			
Volleyball			
1. Head Varsity Coach	3602	4108	5674
2. JV	2079	2337	2588
3. Freshman	1662	1916	2169
4. Head Middle School	1380	1455	1511
5. Middle School Assistant (2)	1143	1268	1380
Basketball			
1. Head Varsity Coach	5458	6894	8333
2. Varsity Assistant	4146	4793	5166
3. JV	3266	3774	4285

4. Head Middle School	1972	2036	2094
5. Middle School Assistant (2)	1464	1718	1972
Track			
1. Head Varsity Coach	4306	5026	5674
2. Varsity Assistant	1993	2252	2502
3. JV	1464	1582	1839
4. Head Middle School	1159	1220	1274
5. Middle School Assistant	917	1032	1159
Golf			
1. Head Coach	2155	2440	2981
2. Assistant	717	1078	1436
Cross Country			
1. Head Coach	2155	2441	2981
2. Assistant	717	1100	1436
3. Middle School	1159	1219	1274
4. Middle School Assistant	717	871	955
Soccer			
1. Head Coach	2155	2441	2981
2. Assistant	787	1078	1436
3. Middle School	1380	1434	1511
4. Middle School Assistant	787	915	1003
Tennis			
1. Head Coach	2155	2441	2981
2. Assistant	717	1078	1436
Softball			
1. Head Varsity Coach			7038
2. Varsity Assistant (2)	2284	2475	2728
Cheerleading/Dance			
1. High School Cheer	1050	1050	1050
2. Middle School Cheer	945	945	945
3. High School Dance	2155	2155	2155
4. Middle School Dance	315	315	315
5. Middle School Dance/High School Cheer Assistant	735	735	735
6. Middle/High School Cheer-Dance Assistant	245	245	245
C. MUSIC			
1. High School Band Director	4307	5026	6608
2. Assistant Band Director (2)	2927	3304	3599
3. Band Auxiliary Unit Sponsor	1800	1800	1800
4. High School Pep Band Director	1134	1217	1303

5. High School Jazz Band Director	1084	1166	1253
6. High School Choral Director	1464	1718	1972
7. Middle School Choral Director	1019	1267	1516
D. ACTIVITIES			
1. Unified Flag Football	525	525	525
2. Unified Track	525	525	525
3. High School Yearbook Sponsor	1696	1809	1951
4. JMS/JHS BPA Coordinator	525	630	735
5. JHS BPA Co-Coordinator	525	630	735
6. JMS BPA Co-Coordinator	210	315	420
7. JHS BPA Assistant	158	184	210
8. Literary Arts	355	481	481
9. Middle School Yearbook Sponsor	593	654	707
10. High School Media Coordinator	884	960	1019
11. Middle School Newspaper Sponsor	593	654	707
12. High School Play	1609	1788	1985
13. High School Musical	1609	1788	1985
14. Middle School Musical	804	894	993
15. High School Speech	2175	2687	2955
16. Key Club Sponsor	1464	1650	1839
17. High School Student Council	1464	1650	1839
18. Middle School Student Council	608	671	732
19. Middle School Invention Convention	569	626	677
20. Middle School ROOS Sponsor	365	428	485
21. High School Academic Coach (2)	1008	1150	1294
22. Middle School Academic Coach	1008	1150	1294
23. High School National Honor Society	762	762	762
24. Middle School Science Fair	593	654	707
25. Middle School Spell Bowl	482	552	622
26. Elementary Spell Bowl	482	552	622
a. Ireland			
b. Tenth Street			
27. Elementary Math Bowl	482	552	622
a. Ireland			
b. Tenth Street			
28. SADD Sponsor	735	848	931
29. High School Robotics	1464	1650	1839
30. High School Motorsports	1464	1650	1839
31. FFA Advisor	1050	1260	1470
E. ADMINISTRATIVE			

1. High School Book Store	1718	1839	1972
2. Cafeteria	1982	2102	2364
a. Jasper Middle School			
b. Fifth Street			
c. Tenth Street			
d. Ireland			
3. High School Guidance Director	1287	1580	1867
4. High School Department Head	1137	1267	1387
a. Business Education			
b. Fine Arts			
c. Foreign Language			
d. Industrial Arts			
e. Language Arts			
f. Math			
g. Science			
h. Social Studies			
i. FACS			
j. Physical Education			
k. Special Needs			
5. Middle School Grade Coordinator	907	1041	1161
a. Language Arts			
b. Social Studies			
c. Math			
d. Science & Health			
e. Fine & Practical			
f. Special Education			
6. Elementary Grade Coordinators	907	1041	1161
a. Tenth (4)			
b. Fifth (3)			
c. Ireland (6)			
7. Elementary Book Rental	2225	2408	2599
8. Prom Supervisor	864	1006	1140
9. Concessions (High School Basketball)	884	884	884
10. Bus Supervision	2484	2596	2727
a. Jasper Middle School			
b. Fifth Street			
c. Tenth Street			
d. Ireland			
11. Head Teacher/Asst. to Elementary Principal	432	432	432
12. High Ability Coordinator	1114	1114	1114

Years of service will be credited to coaches who are promoted within a sport.

NOTE: The Board shall also pay the Indiana State Teachers' Retirement Fund (ISTRF) an additional Three Percent (3%) of each teacher's ECS pay as the teacher's contribution to ISTRF.

APPENDIX B-2

**APPENDIX B-2
EXTRA-CURRICULAR/ANCILLARY DUTY PAY
2020-2021**

YEARS OF EXPERIENCE IN POSITION	0	1	2
A. BOYS' ATHLETICS			
Football			
1. Head Varsity Coach			8750
2. Head Varsity Assistant	4888	5162	5424
3. Varsity Assistant and Reserve Coach	4353	4499	5424
4. Varsity Assistant and Reserve Assistant	3163	3697	4228
5. Varsity Assistant (2)	1917	2111	2303
6. Freshman	3429	3963	4499
7. Freshman Assistant	2758	3023	3256
8. Head Middle School	2071	2137	2199
9. Middle School Assistant (3)	1537	1804	2071
Basketball			
1. Head Varsity Coach			8750
2. Varsity Assistant	4353	5033	5424
3. JV	3429	3963	4499
4. Head Middle School	2071	2138	2199
5. Middle School Assistant (2)	1537	1804	2071
Wrestling			
1. Head Varsity Coach			5958
2. Varsity Assistant	2526	2758	3023
3. JV	1661	1804	2071
4. Head Middle School	1070	1128	1193
5. Middle School Assistant	884	980	1074
Track			
1. Head Varsity Coach			5958
2. Varsity Assistant	2093	2365	2627
3. JV	1537	1661	1931
4. Head Middle School	1217	1281	1338
5. Middle School Assistant	963	1084	1217
Baseball			
1. Head Varsity Coach			7390
2. Varsity Assistant	2678	2951	3213
3. JV	2121	2246	2515
Golf			

1. Head Coach	2263	2562	3130
2. Assistant	753	1132	1508
Cross Country			
1. Head Coach	2263	2563	3130
2. Assistant	753	1155	1508
3. Middle School	1217	1280	1338
4. Middle School Assistant	753	915	1003
Soccer			
1. Head Coach	2263	2563	3130
2. Assistant	867	1132	1508
3. Middle School	1449	1506	1587
4. Middle School Assistant	867	961	1053
Tennis			
1. Head Coach	2263	2563	3130
2. Assistant	753	1132	1508
Swimming - Combined Boys/Girls			
1. Head Coach	3556	4230	5142
2. Assistant	1940	2308	2804
3. Diving Coach	970	1153	1403
4. Head Middle School	780	928	1128
5. Middle School Assistant	425	506	605
JMS Athletic Director	1661	1931	2199
Middle School Intramural Coordinator	1661	1931	2199
B. GIRLS ATHLETICS			
Volleyball			
1. Head Varsity Coach	3782	4313	5958
2. JV	2183	2454	2717
3. Freshman	1745	2012	2277
4. Head Middle School	1449	1528	1587
5. Middle School Assistant (2)	1200	1331	1449
Basketball			
1. Head Varsity Coach	5731	7239	8750
2. Varsity Assistant	4393	5033	5424
3. JV	3429	3963	4499
4. Head Middle School	2071	2138	2199
5. Middle School Assistant (2)	1537	1804	2071
Track			
1. Head Varsity Coach	4521	5277	5958
2. Varsity Assistant	2093	2365	2627
3. JV	1537	1661	1931

4. Head Middle School	1217	1281	1338
5. Middle School Assistant	963	1084	1217
Golf			
1. Head Coach	2263	2562	3130
2. Assistant	753	1132	1508
Cross Country			
1. Head Coach	2263	2563	3130
2. Assistant	753	1155	1508
3. Middle School	1217	1280	1338
4. Middle School Assistant	753	915	1003
Soccer			
1. Head Coach	2263	2563	3130
2. Assistant	867	1132	1508
3. Middle School	1449	1506	1587
4. Middle School Assistant	867	961	1053
Tennis			
1. Head Coach	2263	2563	3130
2. Assistant	753	1132	1508
Softball			
1. Head Varsity Coach			7390
2. Varsity Assistant (2)	2398	2599	2864
Cheerleading/Dance			
1. High School Cheer	1103	1103	1103
2. Middle School Cheer	993	993	993
3. High School Dance	2263	2263	2263
4. Middle School Dance	331	331	331
5. Middle School Dance/High School Cheer Assistant	772	772	772
6. Middle/High School Cheer-Dance Assistant	257	257	257
C. MUSIC			
1. High School Band Director	4522	5277	6938
2. Assistant Band Director (2)	3073	3469	3779
3. Band Auxiliary Unit Sponsor	1890	1890	1890
4. High School Pep Band Director	1191	1278	1368
5. High School Jazz Band Director	1138	1224	1316
6. High School Choral Director	1537	1804	2071
7. Middle School Choral Director	1070	1330	1592
D. ACTIVITIES			
1. Unified Flag Football	551	551	551
2. Unified Track	551	551	551

3. High School Yearbook Sponsor	1781	1899	2049
4. JMS/JHS BPA Coordinator	551	662	772
5. JHS BPA Co-Coordinator	551	662	772
6. JMS BPA Co-Coordinator	221	331	441
7. JHS BPA Assistant	166	193	221
8. Literary Arts	373	505	505
9. Middle School Yearbook Sponsor	623	687	742
10. High School Media Coordinator	928	1008	1070
11. Middle School Newspaper Sponsor	623	687	742
12. High School Play	1698	1877	2084
13. High School Musical	1689	1877	2084
14. Middle School Musical	844	939	1043
15. High School Speech	2284	2821	3103
16. Key Club Sponsor	1537	1733	1931
17. High School Student Council	1537	1733	1931
18. Middle School Student Council	638	705	769
19. Middle School Invention Convention	597	657	711
20. Middle School ROOS Sponsor	383	449	509
21. High School Academic Coach (2)	1058	1208	1359
22. Middle School Academic Coach	1058	1208	1359
23. High School National Honor Society	800	800	800
24. Middle School Science Fair	623	687	742
25. Middle School Spell Bowl	506	580	653
26. Elementary Spell Bowl	506	580	653
a. Ireland			
b. Tenth Street	506	580	653
27. Elementary Math Bowl			
a. Ireland	506	580	653
b. Tenth Street			
28. SADD Sponsor	772	890	978
29. High School Robotics	1537	1733	1931
30. High School Motorsports	1537	1733	1931
31. FFA Advisor	1103	1323	1544
E. ADMINISTRATIVE			
1. High School Book Store	1804	1931	2017
2. Cafeteria	2081	2207	2482
a. Jasper Middle School			
b. Fifth Street			
c. Tenth Street			
d. Ireland			

3. High School Guidance Director	1351	1659	1960
4. High School Department Head	1194	1330	1456
a. Business Education			
b. Fine Arts			
c. Foreign Language			
d. Industrial Arts			
e. Language Arts			
f. Math			
g. Science			
h. Social Studies			
i. FACS			
j. Physical Education			
k. Special Needs			
5. Middle School Grade Coordinator	952	1093	1219
a. Language Arts			
b. Social Studies			
c. Math			
d. Science & Health			
e. Fine & Practical			
f. Special Education			
6. Elementary Grade Coordinators	952	1093	1219
a. Tenth (4)			
b. Fifth (3)			
c. Ireland (6)			
7. Elementary Book Rental	2336	2528	2729
8. Prom Supervisor	907	1056	1197
9. Concessions (High School Basketball)	928	928	928
10. Bus Supervision	2608	2726	2863
a. Jasper Middle School			
b. Fifth Street			
c. Tenth Street			
d. Ireland			
11. Head Teacher/Asst. to Elementary Principal	454	454	454
12. High Ability Coordinator	1170	1170	1170

Years of service will be credited to coaches who are promoted within a sport.

NOTE: The Board shall also pay the Indiana State Teachers' Retirement Fund (ISTRF) an additional Three Percent (3%) of each teacher's ECS pay as the teacher's contribution to ISTRF.

(Number of positions is listed for informational purposes only and NOT bargained.)

APPENDIX B-3
 DSP CO-OP EXTRA-CURRICULAR/ANCILLARY DUTY PAY
 2019-2020

(Number of positions is listed for
 informational purposes only and NOT
 bargained.)

YEARS OF EXPERIENCE IN POSITION	0	1	2
Building Team Leader	907	1041	1161
Case Conference Coordinator	1855	1855	1855
Planning Team-Human Resources	865	865	865
Planning Team-Clerical	865	865	865
Planning Team-Technology	865	865	865
Assistive Tech Download Coordinator	1855	1855	1855
Therapy Equipment Inventory Coordinator	907	907	907
Therapy Supervisor	2271	2487	2704
School Psychology Testing Coordinator	907	907	907
Planning Team-Psychology	865	865	865
Planning Team-Behavior	865	865	865
Planning Team-Therapy	865	865	865
Planning Team-Itinerant	865	865	865
Planning Team-Preschool	865	865	865
Planning Team-SLP	865	865	865
CPI Trainer (2)	1082	1244	1406

APPENDIX B-4**DSP CO-OP EXTRA-CURRICULAR/ANCILLARY DUTY PAY
2020-2021**

(Number of positions is listed for
informational purposes only and NOT
bargained.)

YEARS OF EXPERIENCE IN POSITION	0	1	2
Building Team Leader	952	2093	1219
Case Conference Coordinator	1948	1948	1948
Planning Team-Human Resources	908	908	908
Planning Team-Clerical	908	908	908
Planning Team-Technology	908	908	908
Assistive Tech Download Coordinator	1948	1948	1948
Therapy Equipment Inventory Coordinator	952	952	952
Therapy Supervisor	2385	2611	2839
School Psychology Testing Coordinator	952	952	952
Planning Team-Psychology	908	908	908
Planning Team-Behavior	908	908	908
Planning Team-Therapy	908	908	908
Planning Team-Itinerant	908	908	908
Planning Team-Preschool	908	908	908
Planning Team-SLP	908	908	908
CPI Trainer (2)	1136	1306	1476

ADDENDUM TO THE TEACHER'S CONTRACT

Addendum to the Teacher's Contract, made and entered into between the Board of School Trustees of the Greater Jasper Consolidated Schools of Dubois County, Indiana, hereinafter referred to as "DISTRICT", and Tracy A. Lorey, hereinafter referred to as "SUPERINTENDENT". The term "school" as used in this Contract shall refer to facilities operated by the Greater Jasper Consolidated Schools. The term "Board" as used in this Contract shall mean the Board of School Trustees of the Greater Jasper Consolidated Schools. The DISTRICT and SUPERINTENDENT for the consideration herein specified agree as follows:

1. TERM

DISTRICT hereby employs, and SUPERINTENDENT hereby accepts employment as Superintendent of Schools for an initial period commencing July 1, 2021, and ending June 30, 2024. The parties agree that the term of this Contract shall automatically be extended one (1) school year on July 1, 2022, and then each successive July 1 thereafter, unless a party gives the other written notice on or before the preceding June 30th that the party does not agree to the automatic extension of this Contract. The parties agree this shall result in a continuous three (3) year Contract, unless one party provides timely written notice to the other as provided herein. The parties acknowledge that the Contract term and any extension thereof shall be subject to early termination pursuant to the "Termination of Contract" provision set forth below.

2. PROFESSIONAL CERTIFICATION AND RESPONSIBILITIES

a. CERTIFICATION. SUPERINTENDENT shall at all times during the Contract hold a valid Superintendent license issued by the State of Indiana.

b. DUTIES. SUPERINTENDENT shall: have charge of the administration of the schools under the direction of the Board, and shall be the chief executive officer of the DISTRICT; shall direct and assign teachers and other employees of the schools under her supervision; shall organize, reorganize, and arrange the administrative and supervisory staff, including instruction and business affairs, as best serves the DISTRICT, subject to the approval of the Board; shall select all personnel, subject to the approval of the Board; shall from time to time suggest regulations, rules and procedures deemed necessary for the well ordering of the school district, and in general perform all duties incident to the office of the Superintendent and such other duties as may be prescribed by the Board from time to time.

c. OUTSIDE ACTIVITIES. SUPERINTENDENT shall devote her full time, attention and energy to the business of DISTRICT. However, she may choose to use vacation days or personal days to perform outside activities, with honoraria paid to the SUPERINTENDENT in connection with these activities to be retained by her.

3. PROFESSIONAL DEVELOPMENT

SUPERINTENDENT shall participate in continuing professional development through her participation in:

- a. the operations, programs and other activities conducted or sponsored by local, state and national administrator and school board associations;
- b. seminars and courses offered by public or private educational institutions;

- c. informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of SUPERINTENDENT to perform her professional responsibilities to DISTRICT; and,
- d. advisory committees to the Indiana Department of Education.

DISTRICT may allow reasonable time for SUPERINTENDENT to attend the described functions, and pay such necessary registration, fees for travel and subsistence expenses, as are previously approved by the Board.

4. COMPENSATION

SALARY. DISTRICT shall pay SUPERINTENDENT at an initial annual salary rate of One Hundred Twenty-Seven Thousand Dollars (\$127,000.00), which may be increased in future contract years in accordance with the terms set forth herein. If the Superintendent is evaluated as highly effective or effective and achieves the annual performance objectives established by the Board, then the Board may in its sole discretion increase the Superintendent's base salary during each contract year by 2% to 12% of the Superintendent's base salary that is in effect at the time the raise is granted. The payment of the Superintendent's salary shall be paid to SUPERINTENDENT in installments in accordance with the schedule of salary payments in effect for other certified school employees. DISTRICT shall further pay the full employer and employee contributions to the Indiana Teacher's Retirement Fund.

5. VACATION AND OTHER BENEFITS

SUPERINTENDENT would be entitled to all the fringe benefits applicable to certified school employees as defined in the Master Teacher Bargaining Agreement, including but not limited to, benefits and leaves, any other forms of insurance protection, retirement program, choice of tax-sheltered annuities, and other certified employee benefits, with the following increased benefits:

- a. The DISTRICT shall pay annually to the Superintendent additional salary equal to the amount of the full premium of a family plan under the DISTRICT'S group health, dental and vision insurance plans. The DISTRICT shall make available to the Superintendent a Section 125 plan to permit the payment of the cost of any group insurance coverage the Superintendent may elect to purchase through such a plan. The amount paid to the Superintendent herein shall be subject to State and Federal taxes and, if permitted by law, be included in "annual compensation" as defined in IC 5-10.2-4.3(c) and used to determine the "average of annual compensation" defined in IC 5-10.2-4.3 (b) and reported to the Indiana State Teacher Retirement Fund for purposes of calculating the Superintendent's retirement benefit. Unless and until the Superintendent completes an applicable salary reduction agreement, any payment made pursuant to this provision shall be paid as additional wages to the Superintendent less applicable income and employment tax withholdings.
- b. DISTRICT would provide SUPERINTENDENT \$200,000.00 group term life insurance at standard insurable rates during the SUPERINTENDENT'S continued lifetime or for so long as the insurer issues such policies.
- c. DISTRICT would grant SUPERINTENDENT 20 work days of vacation time each contract year. SUPERINTENDENT shall select which work days shall be used for vacation day purposes, up to a combined total number of days stated above, but days selected shall not interfere with the orderly administration of the School Corporation. In order to assure affective school operations, not

more than ten (10) consecutive days of vacation may be taken without Board approval.

- d. DISTRICT would pay dues for membership of the SUPERINTENDENT in professional educational organizations, but not to exceed \$800.00 per year.
- e. The DISTRICT shall pay annually to the Superintendent a minimum additional salary amount that is equal to the calendar year 2021 annual maximum amount established by the IRS, which is \$26,000.00 (including the catch-up amount), that the Superintendent may, but need not, elect to be contributed to an Internal Revenue Code Section 403(b) plan for each year of employment for the Superintendent. In the event the IRS in any contract year increases the maximum contribution limits to a 403(b) plan (including any catch-up amounts), then the Board may in its sole discretion increase the minimum additional salary amount that is paid pursuant to this provision to the new higher maximum contribution limits established by the IRS for that contract year. All amounts paid to the Superintendent herein shall be subject to State and Federal taxes and, if permitted by law, be included in "annual compensation" as defined in IC 5-10.2-4.3(c) and used to determine the "average of annual compensation" defined in IC 5-10.2-4.3 (b) and reported to the Indiana State Teacher Retirement Fund for purposes of calculating the Superintendent's retirement benefit. Unless and until the Superintendent completes an applicable salary reduction agreement, any payment made pursuant to this provision shall be paid as additional wages to Superintendent less applicable income and employment tax withholdings.

6. EXPENSES

DISTRICT would pay or reimburse SUPERINTENDENT for reasonable expenses approved by DISTRICT and incurred by SUPERINTENDENT in the continuing performance of her duties under this Addendum to Contract. This shall include reimbursement of an amount per mile set annually for school employees for business travel within and outside the school district for the use of SUPERINTENDENT'S personal automobile.

7. PROFESSIONAL LIABILITY

DISTRICT agrees that it shall defend, hold harmless, and indemnify SUPERINTENDENT from any and all demands, claims, suits, actions and legal proceedings brought against SUPERINTENDENT in her individual capacity while discharging her responsibilities as an employee of the DISTRICT, provided the incident arose while SUPERINTENDENT was acting within the scope of this employment and as such liability coverage is within the authority of the Board under State law. In any case, individual Board members will not be considered personally liable for indemnifying SUPERINTENDENT against such demands, claims, suits, actions and legal proceedings. DISTRICT shall not, however, be required to pay SUPERINTENDENT'S attorney fees or any costs of any legal proceedings in the event the DISTRICT and SUPERINTENDENT have adverse interests in such litigation.

8. RETIREMENT/BENEFITS ELIGIBILITY

SUPERINTENDENT shall receive all benefits accorded to certified personnel by the Master Teacher Agreement. To the extent any benefits provided through the Master Teacher Agreement are in conflict with this Addendum, then the terms of this Addendum shall control.

9. TERMINATION OF CONTRACT

This Addendum to the Contract:

a. shall be terminated automatically upon death of the SUPERINTENDENT, subject to continuing beneficiary rights to above described benefits;

b. may be terminated by mutual agreement of the parties;

c. may be terminated unilaterally by the DISTRICT:

1. With cause. Conduct which is seriously prejudicial to the DISTRICT including, but not limited to, neglect of duty, breach of contract or any statute stipulated conduct shall constitute cause. Notice of discharge for cause shall be given in writing and SUPERINTENDENT shall be entitled to a hearing before the Board in the manner provided by statute to discuss such causes. If SUPERINTENDENT chooses to be accompanied by legal counsel at such meeting, she shall bear any cost therein involved. Such hearing shall be conducted in closed, executive session. SUPERINTENDENT shall be provided a written decision describing the results of the hearing, including the finding of facts relevant to cause under consideration.

2. Without cause, but with ninety (90) days written notice to the SUPERINTENDENT, provided that in such event, the DISTRICT shall pay the SUPERINTENDENT, as severance compensation, the maximum amount permitted by law.

3. For disability of the SUPERINTENDENT, upon written notice to SUPERINTENDENT at any time after SUPERINTENDENT has exhausted any accumulated sick leave and such other leave as may be available and has been absent from her employment for whatever cause for an additional continuous period of ninety (90) working days. All obligations of DISTRICT shall cease upon such termination. If a question exists concerning the capacity of SUPERINTENDENT to return to her duties, DISTRICT may require SUPERINTENDENT to submit to a medical examination to be performed by a

doctor licensed to practice medicine. DISTRICT shall select the physician who shall conduct the examination. The examination shall be done at the expense of the DISTRICT. The physician shall limit his/her report to the issue of whether SUPERINTENDENT has a continuing disability which prohibits her from performing her duties.

d. May be terminated by either party on the expiration of the term of this Contract by giving written notice of such termination to the other party on or before January 1 of the year in which the Contract is to expire.

10. SAVINGS CLAUSE

If, during the term of this Contract, it is found that a specific clause of the Contract and/or Addendum is illegal under Federal or State law, the remainder of the Contract or Addendum not affected by such a ruling shall remain in force.

IN WITNESS WHEREOF, SUPERINTENDENT has approved this Addendum on July 26, 2021.

SUPERINTENDENT

By: Mary Loy

BOARD OF SCHOOL TRUSTEES OF THE
GREATER JASPER CONSOLIDATED
SCHOOL CORPORATION

By: Denard J. Vogler

Board President

ATTEST:

By: Dorey E. Eberle

Board Secretary

