



CARMEL CLAY SCHOOLS

TOGETHER WE ACHIEVE

CONTRACT

between the

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

and the

Carmel Teachers' Association

July 1, ~~2023~~2021 - June 30, ~~2025~~2023

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INTRODUCTION

A. Parties to Agreement

This Contract is entered into this 1st day of July ~~2023~~2024, 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 of 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 including social workers and intense behavioral therapists, 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 who 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 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 are 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 Board, for the cost incurred for substitute teachers, may bill the Association.

ARTICLE 3: GRIEVANCE PROCEDURE

1. A “grievance” is a claim by one teacher of a violation of an Article in this contract.
2. “Days” are calendar days except during the summer recess when days are defined as weekdays 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 request a representative be 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 which is the basis for the grievance, a written copy of the grievance is 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 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, 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 times set forth above, the grievance is invalid and cannot be pursued any further. If the Superintendent/designee fails to comply with any of the times above, the grievance is denied 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.

<p style="text-align: center;">ARTICLE 4: ALTERNATIVE CONTRACTS</p>
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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 prorated in accordance with the amount of time the teacher works as compared to a Full-Time Equivalent (FTE).

2. A teacher 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 prorated 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 are considered full-time and the teacher will be given a 100% contract.

B. Job Sharing

1. A teacher employed on a job share receives all pay, including eligible benefits, and prorated paid days.
2. Job share teachers shall move on the salary schedule the same as full-time teachers, except, as stated above, salary is 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 are full time.

C. Long Term Substitute Teachers

1. A LTS shall 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 is rated Ineffective or Improvement Necessary in any given year or years, those years will not count towards their placement.
2. 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 a LTS Teacher, if they receive an Effective or Highly Effective evaluation.
3. 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 is paid at his/her hourly rate.

ARTICLE 5: ACADEMIC/EXPERIENCE CREDIT

A. Academic Credit (Education)

1. The Human Resources Coordinator 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. A teacher must file an official transcript of additional content-area course hours and degrees with the Human Resources Coordinator 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. BS+15, BS+30, MS+15, MS+30, Doctorate is subject to either a, or b, below.
 - a. Content area graduate hours are used until the teacher secures a post-graduate degree toward which they were earned.
 - b. 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 has accumulated service of 120 days or more, the teacher is credited with an additional year of service.

ARTICLE 6: COMPENSATION

The parties did not bargain any parameters or restrictions on the School's ability to assign ancillary duties. Any information in this Contract on assignment of duties is included for information only.

A. General Provisions Applicable to ~~2023-2024~~~~2021-2022~~ and ~~2024-2025~~~~2022-2023~~

1. The Board shall pay the teachers' 3% contribution to the Indiana 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. The number of pay periods is either twenty-six (26) or twenty-one (21) per year as selected by the teacher.
5. Teachers will remain on their selected pay period unless they request a change in writing to the Human Resources Coordinator prior to August 1. No changes will be made during a contract year.
6. Teachers on part-time regular teacher contracts shall have their pay and benefits prorated according to the terms listed in Article 4 (Alternative Contracts).
7. 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.
8. Teachers working approved extended contract days shall receive their daily rate for the additional days worked.
9. Teachers selected by the District who voluntarily perform approved ancillary duties outside regular school hours are compensated at the teacher's hourly rate. These ancillary duties include homebound instruction, credit recovery, and remediation.

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

10. Teachers selected by the District who voluntarily agree to work in the Early Bird Program, which occurs outside of the regular school day, receive compensation at 1/6th of the teacher's base salary.
11. 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 accordance with this Article, plus one additional lettered step for every three years of employment until he/she reaches the highest placement on the salary schedule his/her actual years of effective or highly effective experience would warrant.
12. Teachers that cover a 90-minute block at the secondary level will receive a \$25 stipend for covering the class when a substitute teacher is not available. Teachers that cover half of a 90-minute block will receive a \$12.50 stipend. Stipends will be paid to teachers twice a year in January and June on a pay date to be determined by payroll.

B. ~~2023-2024~~~~2021-2022~~ and ~~2024-2025~~~~2022-2023~~ Compensation Plan

1. Compensation is based on the Salary Schedule and Compensation Plan (Appendix A) and Extracurricular Payment Schedule (Appendix B). However, 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 is 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 or American Speech-Language Hearing Association is 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 are governed by this Agreement or successor agreements.

ARTICLE 7: SUMMER SCHOOL

Teachers on summer teaching employment (Summer School) are 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 the 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, and open enrollment 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 Plans (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 CCS Employees	An amount equal to 72% of Standard Family Plan

*Applies only if both spouses are employed by Carmel Clay Schools, 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 state and federal law.
4. For any new teacher hired to the School District, insurance will begin on September 1 of each new school year. For any teacher hired after September 1, their insurance will begin the month after they were hired. ~~Effective January 1, 2020, new enrollees, including retirees, are not permitted in the Prime plan. If the Prime plan falls below 20% participation of the active teachers, who participate in the district's health insurance under all plan options the plan is discontinued at the beginning of the next calendar year. If a plan is eliminated, teachers on that plan are 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. The orthodontia benefit shall not have an age limitation.

C. Short Term Disability ("STD") Program

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

1. After a seven (7) calendar day elimination period, STD will begin paying benefits.
2. The teacher will receive 60% of base pay from STD for qualifying leaves.
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.

D. 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 ninety (90) continuous calendar day waiting period,
 - b. at least 66 $\frac{2}{3}$ % of salary to a maximum gross monthly benefit up to \$10,000 and up to Social Security Normal Retirement Age (SSNRA) for disability due to illness or accident,
 - c. no coordination with INPRS,
 - d. a cost of living adjustment for total 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 is not received in lieu of enrollment in the group income protection insurance plan.

E. Group Life Insurance

1. Seventy-five thousand dollars (\$75,000) Term Group Life Insurance is 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 70, the face value of basic coverage begins to reduce.
5. The premium amount is not received in lieu of enrollment in the group life insurance plan.

F. Section 125

1. The benefits provided to teachers by Section 125 of the Revenue Act of 1978 is 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 are deducted from either nineteen (19) or twenty-four (24) pays in equal amounts.
5. The plan shall provide for individual counseling of the teachers.
6. The Administrator of the plan shall have a letter of approval on file from the Internal Revenue Service.

ARTICLE 10: PAID LEAVE DAYS

All approved leaves, paid or unpaid, will run concurrently with the Family and Medical Leave Act (FMLA) where applicable.

A. Personal Illness

1. Ten (10) personal illness leave days will be granted the first year of employment with CCS. Eight (8) personal illness days are granted each year thereafter.
2. Unused personal illness leave shall accumulate. Accumulated days of personal illness leave are available for use 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 designees 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 teacher's ability, or inability to return to work.

5. Personal illness leave days are taken in half-day increments. One-half ($\frac{1}{2}$) day shall be deducted when a teacher is absent four hours or less.
6. A teacher may use a maximum of ten (10) personal illness leave days annually for family illness. In the case of a serious health condition as defined by the Family and Medical Leave Act (FMLA), a teacher may apply to use any portion of the remainder of his/her accumulated leave. The teacher must make the request in writing to the Assistant Superintendent of Staff & Student Services . 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 or designee may require proof of the illness, surgery, or an accident for in-laws, aunts, uncles, or grandparents).
7. A teacher's new allotment of personal illness days will be credited upon completion of the first contract day each new school year.

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. No reason is required other than personal business.
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 are 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 ($\frac{1}{2}$) day increments.
4. 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 Assistant Superintendent of Staff & Student Services. .
5. Under unusual circumstances, the Superintendent may extend the maximum allowance of personal business days.

6. A teacher's new allotment of personal business days will be credited upon completion of the first contract day each new school year.

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 teacher requests a professional day, 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 is granted for bereavement leave days. Immediate family is defined as spouse, child, unborn 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, the Superintendent may grant more days.
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. 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 are determined by the building principal in consultation with the School Corporation and with input from staff.

E. Executor / Executrix Leave

In the event a teacher is 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, eligible 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 is 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. Paternity/Parental Leave

Up to (10) accumulated family illness leave days may be used for the birth of an employee's child. This leave must be used within one (1) year following the birth of the child.

H. 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.

I. Foster Placement Leave

After using all available personal business days, a teacher may appeal to the Assistant Superintendent of Staff & Student Services for the use of up to five (5) days annually for Foster Placement issues. If approved, these days are deducted from the teacher's sick leave balance.

J. Legal Circumstances Leave

1. Court leave with pay is 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 after being paid for jury service. Parking fees, room, meals and any school-approved mileage are 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.

K. 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. Also, if the assault and/or battery was a result of the victim's status as a teacher, the leave will not be charged against the teacher's leave. 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 Workers' 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: UNPAID LEAVES

All approved leaves, paid or unpaid, will run concurrently with the Family and Medical Leave Act (FMLA) where applicable.

- A. General Conditions Applicable to All Corporation Awarded Unpaid Leaves
1. All unpaid leaves are 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 are taken in increments of at least one (1) semester.

4. Confirmation of the intent to return from leave must be given, in writing, to the Assistant Superintendent of Staff & Student Services on or before March 1, prior to the fall semester, for which the teacher plans to return, or on or before October 1, prior to the spring semester for which the teacher plans to return. In the event that a teacher has notified the Assistant Superintendent of Staff & Student Services of his/her intent to return from leave prior to the full extent of the 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. Upon ending unpaid leave, a teacher shall be placed in the same or any position for which the teacher is certified. ~~A teacher returning from leave may, 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. 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 School Corporation will follow the guidelines set forth under A.5. above.
2. The Board ~~may~~ 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, or personal reasons which need only be presented to the Superintendent for his/her endorsement.~~ No teacher will be granted more than one (1) ~~educational advancement~~ ~~Personal~~ leave (for reasons other than those covered in B.1 above) during their career and the ~~personal~~ leave is not 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 ~~educational attainment~~ ~~such~~ leave is filed with the Superintendent or his/her designee at least ~~sixty (60)~~ ~~forty-five (45)~~ days prior to the beginning of the period for which such leave is requested. ~~Educational attainment leave must begin at the start of a CCS semester and must be taken in increments of a semester. unless the leave is for illness, or disability, or extended family illness.~~

- b. Educational attainment leave cannot be taken immediately following any other unpaid leave
 - c. For an educational attainment leave, the teacher must submit documentation of full-time enrollment in an approved and accredited college or university pursuant to IDOE teacher licensure and related to the scope of a teaching position.
 - d. Unpaid leave for illness, disability, or extended family illness does not require 60 days notice.
 - e. For leaves requested based on illness or disability, or extended family illness, the Superintendent shall 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 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.

C. Unpaid Maternity/**Paternity**/Adoption Leave

1. When the teacher gives birth to a child, 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 (a) a written request has been submitted to the Assistant Superintendent of Staff & Student Services 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
2. The parent of a newborn child 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 (a) a written request has been submitted to the Assistant Superintendent of Staff & Student Services 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; (c) only one spouse of two married employees of the Board may take this unpaid leave at any one time.
3. 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) semester thereafter provided (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 12: CARMEL CLAY RETIREMENT PROGRAM

A. Teachers must submit a letter of retirement to the Superintendent or his/her designee by March 1 to retire by the end of the school year or October 1 to retire at the end of first semester. The Superintendent may waive this requirement.

B. 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 (54) years old and will attain their earliest retirement date with unreduced benefits under INPRS on or before June 30, 2018. ~~Teachers must submit a letter of resignation to the Superintendent or his/her designee, not later than sixty (60) ¶¶ calendar days prior to the date of retirement. The Superintendent may waive this requirement. ¶¶~~

~~2.~~

3. 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 INPRS service; (b) employment in a certificated position with Carmel Clay Schools for the complete 10 consecutive years preceding retirement; and (c) eligible for INPRS retirement, which is the earlier of at least age 65 plus at least 10 years of service, at least age 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 school year.

4. 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 INPRS 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.

5. 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.
6. 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 INPRS 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.

7. The Corporation's buy out of sick leave and other benefits related to this Section A took place on December 31, 2003.
8. 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.

C. 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.~~

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

D. Supplemental Contributions, Part 2

1. This Section C applies only to teachers who attain their earliest retirement date with unreduced benefits under INPRS after June 30, 2023 and in any event, have a hire date that falls after the 2002-2003 school year. ~~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 C will receive a contribution equal to 1% of his/her annual compensation into a 401(a) plan account for that teacher. Contributions are 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 is 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 Public Retirement System (INPRS) Fund or to the teacher's estate should there be no beneficiary.

- E. 457 Plan - Carmel Clay Schools shall offer a salary reduction 457(b) deferred compensation plan for all interested teachers.
- F. 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 this 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 Public Retirement System 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.

ARTICLE 13: 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:
 1. must have been employed with Carmel Clay Schools as a certificated employee during the 2002-2003 school year;
 2. must be projected, as of March 1, 2003, to reach the TRF Rule of 85 by no later than June 30, 2023;
 3. 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;
 4. 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;
 5. must retire within five years after becoming eligible for retirement under the Indiana State Teachers' Retirement Fund Rule of 85; and
 6. must submit a letter of resignation to the Superintendent or his/her designee, by March 1 to retire by the end of the school year, and October 1 to retire at the end of first semester. ~~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. The spouse of the teacher is not eligible to remain on the Plan if he/she becomes eligible for Medicare.
 - 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),

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 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 an 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 14: Attestation, Effective Date, and Term of Agreement

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C.§ 20-29-6-1(b) on July 31, 2023~~September 8, 2021~~, and electronic participation from the parties and/or public was not permitted; and
2. A public meeting in compliance with I.C.§ 20-29-6-19 was held on September 28~~4~~, 2023~~4~~, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

This contract shall be effective on July 1, 2023~~2021~~, and shall continue in effect until June 30, 2025~~2023~~.

In WITNESS whereof, the parties hereto have duly executed this Contract on this 17~~26~~²⁷th day of ~~October~~^{September}, 2023~~2021~~.

CARMEL CLAY SCHOOLS

CARMEL TEACHERS ASSOCIATION

President

President

Attest by:

Secretary

Vice President

APPENDIX A - TEACHER SALARY SCHEDULE and COMPENSATION PLAN

Any teacher rated Ineffective or Improvement Necessary in the prior year remains at his/her prior year salary, is not moved on salary schedules, and does not receive base salary increases whatsoever. 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.

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.

The compensation plan awards increases through transition to and advancement on the Salary Schedule.

Evaluation-Based Increases

Teachers that satisfy the evaluation rating factor (earning an effective or highly effective evaluation the prior year) transition to the ~~2023-2024~~~~2021-2022~~ salary schedule in the same row and column and receive a ~~34.5~~% increase.

Salary increases within the salary schedule shall be determined by evaluation rating of effective or highly effective, which will result in movement on the schedule to the next row down unless the teacher has reached the highest salary for that column, in which the teacher remains in the same column and row.

Teachers that satisfy the evaluation rating factor (earning an effective or highly effective evaluation the prior year) transition to the ~~2024-2025~~~~2022-2023~~ salary schedule in the same row and column and receive a ~~23~~% increase.

Salary increases within the salary schedule shall be determined by evaluation rating of effective or highly effective, which will result in movement on the schedule to the next row down unless the teacher has reached the highest salary for that column, in which the teacher remains in the same column and row.

Increase for Content-Area Credit Hours / Degree

A teacher who obtains the necessary content area credit hours and/or degrees beyond the requirements for employment will move one column to the right. However, a teacher may only move one column for any contract/school year regardless of degrees/credits

earned in that year. This limitation does not prohibit a teacher from moving additional columns in future years if the teacher is otherwise eligible to move multiple columns.

Increase Based on Academic Needs of Students

The academic needs factor is a teacher retention catch-up and is defined as the need to retain teachers who were 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, by advancing them on the salary schedule in accord with this Article, plus one additional lettered step for every three years of employment until he/she reaches the highest placement on the salary schedule his/her actual years of effective or highly effective experience would warrant.

Salary increases under this compensation model shall be determined by evaluation rating of effective or highly effective, which will result in movement on the schedule to the next row down unless the teacher has reached the highest salary for that column, in which case the teacher remains in the same column and row.

A teacher who obtains the necessary content area credit hours and/or degrees beyond the requirements for employment will move one column to the right. However a teacher may only move one column for any contract/school year regardless of degrees/credits earned in that year. This limitation does not prohibit a teacher from moving additional columns in future years if the teacher is otherwise eligible to move multiple columns.

* The salary range is \$42,869 and \$93,967~~\$39,828—\$87,304~~ without TRF contributions and prior to any increases negotiated under this agreement.

TEACHER SALARY SCHEDULE for ~~2023-2024~~2021-2022

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 Human Resources Coordinator of such by August 1, ~~2023~~2024 and December 1, ~~2023~~2024, will be paid in ~~2023-2024~~2021-2022 according to the schedule below. However, a teacher may only move one column for any contract/school year regardless of degrees/credits earned in that year. This limitation does not prohibit a teacher from moving additional columns in future years if the teacher is otherwise eligible to move multiple columns.

	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	44,155 44,620	45,563 45,948	47,039 47,339	48,510 48,725	50,616 50,741	52,711 52,685	54,807 54,664
B	46,487 46,848	47,895 47,446	49,371 49,537	50,842 50,923	52,947 52,908	55,042 55,083	57,139 57,059
C	48,818 48,946	50,227 50,344	51,704 51,736	53,174 53,121	55,280 55,247	57,374 57,304	59,472 59,358
D	51,151 51,245	52,560 52,543	54,036 54,034	55,507 55,520	57,613 57,636	59,707 59,728	61,804 61,856
E	53,483 53,443	54,892 54,744	56,368 56,432	57,839 57,848	59,944 59,953	62,038 62,077	64,135 64,153
F	55,815 55,844	57,224 57,239	58,701 58,734	60,170 60,146	62,276 62,271	64,370 64,375	66,469 66,653
G	58,147 58,209	59,556 59,437	61,032 61,028	62,501 62,544	64,608 64,699	66,704 66,875	68,801 68,854
H	60,480 60,508	61,889 61,836	63,365 63,327	64,834 64,843	66,941 66,908	69,035 69,072	71,131 71,048
I	62,811 62,826	64,221 64,234	65,696 65,725	67,165 67,210	69,273 69,296	71,367 71,370	73,464 73,427
J	65,143 65,164	66,552 66,572	68,028 68,043	69,498 69,509	71,604 71,603	73,699 73,668	75,797 75,746
K	67,475 67,502	68,884 68,930	70,360 70,324	71,830 71,797	73,938 73,893	76,032 76,067	78,128 78,143
L	69,808 69,865	71,217 71,267	72,693 72,668	74,162 74,169	76,269 76,274	78,363 78,373	80,461 80,475

	804	429	520	905	894	865	842
M	72,14067, 999	73,54969, 327	75,02570, 748	76,49572, 404	78,60074, 088	80,69576, 063	82,79278, 040
N	74,47270, 497	75,88174, 525	77,35672, 946	78,82774, 302	80,93376, 287	83,02778, 264	85,12480, 238
O	76,80372, 394	78,21373, 723	79,68875, 444	81,15876, 409	83,26678, 486	85,36080, 460	87,45782, 437
P	79,13774, 594	80,54675, 922	82,02177, 343	83,49278, 699	85,59680, 683	87,69282, 658	89,78984, 635
Q		82,87878, 429	84,35379, 544	85,82480, 897	87,92982, 882	90,02484, 856	92,12086, 832
R			86,68584, 799	88,15583, 994	90,26185, 980	92,35687, 954	94,45489, 932
S				90,48885, 293	92,59387, 278	94,68989, 253	96,78691, 230

TEACHER SALARY SCHEDULE for ~~2024-2025~~2022-2023

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 Human Resources Coordinator of such by August 1, ~~2024~~2022 and December 1, ~~2024~~2022, will be paid in ~~2024-2025~~ 2-2023 according to the schedule below. However, a teacher may only move one column for any contract/school year regardless of degrees/credits earned in that year. This limitation does not prohibit a teacher from moving additional columns in future years if the teacher is otherwise eligible to move multiple columns.

	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	45,038 42,869	46,474 44,236	47,980 45,669	49,480 47,097	51,628 49,142	53,765 51,176	55,903 53,211
B	47,417 45,133	48,853 46,500	50,358 47,933	51,859 49,361	54,006 51,405	56,143 53,430	58,282 55,475
C	49,794 47,396	51,232 48,764	52,738 50,198	54,237 51,625	56,386 53,670	58,521 55,703	60,661 57,740
D	52,174 49,661	53,611 51,029	55,117 52,462	56,617 53,890	58,765 55,935	60,901 57,968	63,040 60,004
E	54,553 51,925	55,990 53,293	57,495 54,726	58,996 56,154	61,143 58,498	63,279 60,231	65,418 62,267
F	56,931 54,189	58,368 55,557	59,875 57,094	61,373 58,417	63,522 60,462	65,657 62,495	67,798 64,533
G	59,310 56,453	60,747 57,821	62,253 59,254	63,751 60,681	65,900 62,726	68,038 64,761	70,177 66,797
H	61,690 58,718	63,127 60,086	64,632 61,519	66,131 63,046	68,280 65,091	70,416 67,024	72,554 69,059
I	64,067 60,982	65,505 62,350	67,010 63,783	68,508 65,209	70,658 67,255	72,794 69,288	74,933 71,324
J	66,446 63,246	67,883 64,614	69,389 66,047	70,888 67,474	73,036 69,518	75,173 71,552	77,313 73,589
K	68,825 65,510	70,262 67,078	71,767 68,311	73,267 69,738	75,417 71,784	77,553 73,817	79,691 75,852
L	71,204 67,867	72,641 69,169	74,147 70,470	75,645 71,772	77,794 73,947	79,930 75,976	82,070 77,878

	775	443	576	002	048	084	417
M	73,58370, 039	75,02074, 407	76,52672, 840	78,02574, 267	80,17276, 344	82,30978, 345	84,44880, 384
N	75,96172, 303	77,39973, 674	78,90375, 403	80,40476, 534	82,55278, 576	84,68880, 609	86,82682, 645
O	78,33974, 566	79,77775, 935	81,28277, 367	82,78178, 794	84,93180, 844	87,06782, 874	89,20684, 940
P	80,72076, 832	82,15778, 200	83,66179, 632	85,16281, 060	87,30883, 403	89,44685, 438	91,58587, 474
Q		84,53680, 464	86,04081, 896	87,54083, 324	89,68885, 368	91,82487, 402	93,96289, 437
R			88,41984, 460	89,91885, 587	92,06687, 632	94,20389, 666	96,34391, 703
S				92,29887, 852	94,44589, 896	96,58391, 934	98,72293, 967

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%

2023-2024 ~~2021-22~~ ORGANIZATIONAL POSITIONS

Level 10

None

Level 9

None

Level 8

High School Technology Coordinator

Summer Radio

Summer TV

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 Bus/Car Supervision

Elementary Technology Coordinator

Level 3

~~QPR Coordinator~~

Level 2

Freshman Center House Leader

High School Student Orientation

Middle School ~~Electronic Gradebook Coordinator~~ Webmaster

Middle School Team Leader

Elementary Lead Teacher

Remediation Coordinator

Level 1

Elementary Webmaster

2023-2024~~2021-22~~ 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 Radio Director
 High School TV Director

Level 7

None

Level 6

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

Level 5

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

Level 4

High School Assistant DECA Sponsor
 High School Assistant Debate Sponsor
 High School Assistant Speech Sponsor

Level 4 (cont'd)

High School Assistant TechHounds Sponsor
 High School Honor Society Sponsor

High School Thespian Sponsor

Level 3

High School Academic Competition Sponsor
 (Science Olympiad, Academic Superbowl,
 Mock Trial, Economics Club, FCCLA, Model
 UN, Science Bowl, ~~Sports~~, Brain Game, Rho
 Kappa, ~~Cyberpatriot~~, HOSA)*
 High School Assistant Honor Society
 High School Assistant Thespian Sponsor
 High School Drama, Fall Production
 High School Drama, Winter Production
 High School Key Club Sponsor
 High School Lifelines Sponsor
 High School Prom/Fundraiser Sponsor
 High School Spring Musical/Music Director
 High School Spring Musical/Orchestra
 Middle School Musical/Drama Production

Level 2

High School Assistant Academic Competition
 High School Assistant Key Club
 High School Assistant Radio
 High School Assistant TV
 High School Class Sponsor
 High School Principal Assignment
 Middle School Academic Competition
 Middle School Assistant Production
 Middle School Band
 Middle School Choir
 Middle School Orchestra
 Middle School Principal Assignment
 Middle School Robotics Sponsor
 Middle School Student Government
 Middle School Yearbook
 Elementary Choir
 Elementary Principal Assignment
 Elementary Student Broadcast
 Elementary Student Government

Level 1

Elementary Academic Competition Sponsor

2023-20242024-22 ATHLETIC POSITIONS

Level 10

High School Head Baseball
High School Head Cross Country
High School Head Fall/Competition Cheer
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 Head Lacrosse
High School Head eSports

Level 9

High School Assistant Basketball
High School Assistant Football

Level 8

None

Level 7

None

Level 6

High School Assistant Baseball
High School Assistant Cross Country
High School Assistant Golf
High School Assistant Lacrosse
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
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 Assistant Cheerleading
High School Assistant eSports
High School Head Intramurals
High School Head Unified Sports
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

Level 4

High School Assistant Intramurals
High School Assistant Unified Sports
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 Intramurals
Middle School Winter Cheerleading

Level 2

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

Level 1

None

2024-2025~~2022-23~~ ORGANIZATIONAL POSITIONS

Level 10

None

Level 9

None

Level 8

High School Technology Coordinator

Summer Radio

Summer TV

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 School Bus/Car Supervision

Elementary Technology Coordinator

Level 3

~~QPR Coordinator~~

Level 2

Freshman Center House Leader

High School Orientation

Middle School ~~Electronic Gradebook Coordinator~~/Webmaster

Middle School Team Leader

Elementary Lead Teacher

Remediation Coordinator

Level 1

Elementary Webmaster

2024-2025~~2022-23~~ 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 Radio Director
 High School TV Director

Level 7

None

Level 6

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

Level 5

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

Level 4

High School Assistant DECA Sponsor
 High School Honor Society Sponsor
 High School TechHounds Asst Sponsor
 High School Thespian Sponsor

Level 3

High School Academic Competition Sponsor
 (Science Olympiad, Academic Superbowl,

Mock Trial, Economics Club, FCCLA, Model UN, Science Bowl, ~~eSports~~, Brain Game, Rho Kappa, Cyberpatriot, HOSA)*

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

Level 2

High School Assistant Academic Competition
 High School Assistant Debate
 High School Assistant Key Club
 High School Assistant Radio
 High School Assistant Speech
 High School Assistant TV
 High School Class Sponsor
 High School Principal Assignment
 High School Prom/Fundraiser Sponsor
 Middle School Academic Competition
 Middle School Assistant Production
 Middle School Band
 Middle School Choir
 Middle School Orchestra
 Middle School Principal Assignment
 Middle School Robotics Sponsor
 Middle School Student Government
 Middle School Yearbook
 Elementary Choir
 Elementary Principal Assignment
 Elementary Student Broadcast
 Elementary Student Government

Level 1

Elementary Academic Competition Sponsor

2024-2025~~2022-23~~ ATHLETIC POSITIONS

Level 10

High School Head Baseball
High School Head Cross Country
High School Head Fall/Competition Cheer
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 Head Lacrosse
High School Head eSports

Level 9

High School Assistant Basketball
High School Assistant Football

Level 8

None

Level 7

None

Level 6

High School Assistant Baseball
High School Assistant Cross Country
High School Assistant Golf
High School Assistant Lacrosse
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
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 Assistant Cheerleading
High School Assistant eSports
High School Head Intramurals
High School Head Unified Sports
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

Level 4

High School Assistant Intramurals
High School Assistant Unified Sports
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 Intramurals
Middle School Winter Cheerleading

Level 2

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

Level 1

None
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