

**Certified Employees
Master Contract
between
Tippecanoe School
Corporation
and the
Tippecanoe Education
Association**



2023-2024

Table of Contents

ARTICLE I Recognition _____ 3

ARTICLE II Grievance Procedure _____ 3

ARTICLE III Leaves _____ 5

ARTICLE IV Salaries And Wages _____ 8

ARTICLE V Effect Of Agreement _____ 12

APPENDIX A Extra Duty Position Placement _____ 13

APPENDIX B Compensation Table _____ 14

ARTICLE I RECOGNITION

The Board of School Trustees hereby recognizes the Tippecanoe Education Association as the exclusive and sole bargaining representative of all certificated employees as defined in Public Law 48-2011, as well as all Career and Technical Education Teaching Staff in the Tippecanoe School Corporation schools of Tippecanoe County, Indiana, except for the Central Office Administration Personnel, Administrative Assistants, Principals, Assistant Principals, High School Athletic Directors, Attendance Officers, Substitute Teachers, Non-Certificated Employees, and all Certificated Employees appointed by the School employer to an "Acting" capacity in any of the above positions.

The Board agrees not to negotiate with any teachers' organization other than the Tippecanoe Education Association for the duration of this Agreement.

The rights and privileges of the Association, acting as the representative of teachers, as set forth in this Contract, shall be granted only to the Association in accordance with Public Law 48-2011.

ARTICLE II GRIEVANCE PROCEDURE

Section 1. Definitions and Time to File Grievance.

- A. A grievance is hereby defined as: A claim against, or a dispute with, the Employer by a teacher or teachers or the Exclusive Representative involving the interpretation, application, or violation of the express terms of this Agreement.
- B. A formal grievance should be filed as soon as possible, but any grievance not presented in writing in Step One within thirty (30) calendar days of the time the grievant knew of the grievance shall be deemed waived and shall not be processed.
- C. The term "day" when used as a time limitation shall mean calendar days. The term "working day" when used as a time limitation shall mean days when school is in session during the regular school year. During the summer recess, the term shall mean weekdays (Monday through Friday), except holidays when the office of the Superintendent is closed.
- D. Grievances which affect the entire bargaining unit, or a substantial portion of it in various buildings, may be directly initiated at Step Two of this procedure.

Section 2. Purpose.

The purpose of this grievance procedure is to settle any grievance equitably at the lowest possible administrative level. Both parties agree that these procedures shall be kept as confidential as may be appropriate at each level of procedure.

Section 3. Rights and Duties of Grievant.

Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted, but only if the adjustment is consistent with the terms of this Contract and only if the Association has been notified of any adjustment by the grievant.

It is the responsibility of the grievant to notify the Association of the processing of a grievance beyond Step One of the grievance procedure. The Superintendent will notify the Association President of any grievance appealed to Step Two. Failure to do so shall not adversely affect the rights of any party in the grievance being processed wherein the failure to notify occurred.

Section 4. Procedure.

Step One

A grievance shall be reduced to writing and submitted to the building principal as set forth on the approved grievance form. If the grievant and the principal meet to discuss the grievance, the grievant may be accompanied by a representative of the Association. Within ten (10) working days after receiving the written grievance, the building principal shall communicate his/her disposition in writing to the aggrieved.

Step Two

If the grievance is not satisfactorily resolved in Step One, or if the principal fails to answer the grievance as they're required, it may be appealed within seven (7) working days to the Superintendent by delivery of a copy of the written grievance to the Superintendent's office, which shall receipt therefore. Failure of the aggrieved to appeal said grievance within seven (7) working days shall result in waiver of the grievance. Within seven (7) days of receipt of the grievance, the Superintendent shall meet with the grievant. The Superintendent must communicate his answer within seven (7) days of the date of such meeting.

Step Three

If the grievance is not satisfactorily resolved in Step Two, or the Superintendent fails to answer the grievance as required, the Association may within ninety (90) working days of receipt of the Superintendent's decision, appeal to a court of competent jurisdiction. Failure of the Association to file such an appeal within ninety (90) working days shall result in waiver of the grievance and any appeal thereof.

Section 5. Other Provisions Relating to the Grievance Procedure.

- A. The grievance shall (1) name the employee involved, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this Contract alleged to be violated, (4) state the contention of the grievant with respect to the grievance and, (5) indicate the specific relief requested as provided on the grievance form.
- B. All documents, records, and material relevant to a grievance which is on file shall be made available to the grievant.

- C. In the event a grievance is filed so that sufficient time as indicated under all steps of the procedure cannot be provided before the last day of the school term and should it be necessary to pursue the grievance to all steps of the appeals, then said grievance shall be resolved under the terms of this Contract and this Article, and not under the succeeding contract.

ARTICLE III LEAVES

Section 1. Sick Leave.

Sick leave for certified and licensed personnel is accumulated at the rate of ten (10) days annually by the Tippecanoe School Corporation up to a maximum of two hundred days (200). Sick leave days may be used for the teacher or in the event that illness in the immediate family requires the teacher to be absent from work. For this purpose, the immediate family shall be deemed to mean the teacher's spouse, children, or other relative residing in the teacher's home on a full-time basis, or mother and father regardless of their domicile.

In the event any teacher shall have accumulated one (1) or more days of sick leave in another school corporation in Indiana, then there shall be added for the second year and each succeeding year of such employment up to five (5) days of sick leave until the number of accumulated days to which said teacher was entitled in the last place of employment shall be exhausted. The same will apply to TSC teachers who resign, do not transfer out their unused sick leave, and are subsequently rehired by TSC.

A teacher who has exhausted all accumulated personal business leave may, upon a written showing of emergency of the nature that there was no other individual who was reasonably available, use sick leave under the broader definition of immediate family contained in Article III, Section 4, of this Agreement.

Section 2. Sick Leave Bank.

The term "qualified individual" shall include all members of the bargaining unit.

The Association shall have the full right and responsibility to promulgate the rules and regulations governing use of Sick Leave Bank days and to administer the Sick Leave Bank except as restricted by this Master Contract or by applicable law.

Rules and regulations governing use of Sick Leave Bank days shall be in writing. The Association shall provide a copy of such rules and regulations to any qualified individual upon reasonable request, and shall provide a copy to the Superintendent of Schools. The Association shall advise the Superintendent in writing of any changes in such rules and regulations.

Each qualified individual shall contribute one (1) sick leave day to the Sick Leave Bank Account on or about the beginning of the teacher's employment and one (1) additional day in each subsequent school year.

Days which are thus placed in the Sick Leave Bank, if unused, shall accumulate from school year to school year without limit.

The Association shall certify in writing to the Corporation any person who is eligible to receive Sick Leave Bank benefits and shall notify the Corporation of the dates that such benefits are to begin and to cease. Benefits to any individual shall cease if the available days in the Sick Leave Bank become exhausted.

The Association shall provide monthly statements of account to the Corporation indicating the number of Bank days used during the preceding month, and by whom, as well as indicating the balance of days remaining in the Bank according to the Association records.

As to this section, the Association agrees to hold the Corporation harmless against any action at law, in equity, or before administrative or enforcement agencies of competent jurisdiction in which the Corporation, its officers, administrators, or Board is made a party should such actions involve questions concerning the propriety of rules or regulations issued here under by the Association, the administration of such Sick Leave Bank, and/or the making of payments by the Corporation at the direction of the Association which payments are found to be improper by state administrative agencies of competent jurisdiction or state officials similarly empowered, and specifically the following:

That in the event of such action aforementioned in this section, the Association agrees to provide a defense to the Corporation by providing counsel of the Association's choosing to defend the Corporation in such action, and the Association agrees to pay the entire legal costs of such representation and of any money judgment against the Corporation which might result from such action.

The Association will consider adding a "re-payment" provision to the Sick Leave Bank.

Section 3. Personal Business Leave.

Teachers shall be granted three (3) days for personal business leave without loss of pay per school year. Personal leave days available to a teacher and not used may accumulate as personal business leave in the succeeding school year to a maximum of eight (8) days. Any unused personal business days, which cause the accumulation to exceed eight (8), shall accumulate as sick leave days.

A personal business leave day entered on the last day immediately prior to, or the first day immediately following Fall, Winter, or Spring breaks, for the purpose of extending the break by leaving early or returning late, will result in two days deducted from the teacher's personal leave balance. In the event a teacher has one or fewer personal leave days available, the teacher's personal leave day will be exhausted and the balance of the requested leave will be eligible for unpaid leave in accordance with school corporation procedures. When the leave day requested is the day before or the day after Fall, Winter, or Spring breaks, it may be used for matters, which cannot reasonably be schedule outside of school hours. A written statement shall be given to the building principal and submitted to the Superintendent of Schools, setting forth the reason for such absence. This statement should be in advance of leave.

Section 4. Bereavement Leave.

Up to five (5) days of absence within ten (10) consecutive calendar days, without loss of pay, commencing with the day of death, shall be granted a teacher for a death in the immediate family. Immediate family is defined as a teacher's spouse, parents, children, grandchildren, brother, sister, grandparents, corresponding step relatives or corresponding in-laws. The term "immediate family" shall also include family members not included above but residing in the teacher's home and individuals, whether or not related by blood, who reared the teacher as a foster parent, guardian, or surrogate parent for a substantial number of the teacher's childhood years. The

Superintendent, or designee, may address extenuating circumstances not specifically covered in the language to allow a leave to extend beyond the ten (10) consecutive calendar day limit.

In any one school year a teacher shall be granted one (1) day of absence for the purpose of attending the funeral of any other relative or a close friend. Funeral leave other than listed must be approved by the Superintendent. The Superintendent, or designee, may address extenuating circumstances not specifically covered in the language to allow a leave to extend beyond the one (1) day limit.

A teacher may also use personal leave for these reasons, but any other leave beyond the provisions of this section and the section on personal leave must be approved by the Superintendent and would be without pay.

Section 5. Jury Duty Leave.

When requested, a teacher may serve on jury duty. The Board shall pay the teacher the difference between jury pay and the normal daily salary.

Section 6. Court Leave.

Court leave with pay shall be granted to teachers for the time necessary to make appearance(s) in any court proceeding resulting from activities relating to the teacher's employment with the School Corporation, except when the teacher is a plaintiff, or in court proceedings to enforce IC 20-29, or other litigation by and between the School Corporation and the Tippecanoe Education Association unless the teacher is called by the School Corporation as its witness.

Section 7. Association Leave.

The Association shall have eight (8) paid leave days plus two (2) days for which the TEA will reimburse TSC for substitute teacher costs, to be taken as determined by the Association President or his/her designee, for the purpose of dealing with matters of the local Association. Notice of this leave shall be given to the appropriate building principal and the Superintendent at least twenty-four hours in advance of the leave. The association shall also have two additional days for the sole purpose of joint lobbying efforts of the board and association. The request for these days shall be made by the association president to the Superintendent.

Section 8. Injury Leave.

If a teacher, injured in the course of employment, is eligible to receive benefits under the Indiana Worker's Compensation Act, the Board shall pay such teacher the difference between his/her salary and the worker's compensation benefits received and shall charge up to three (3) days against the teacher's sick leave days (not including the date of injury).

Section 9. Adoptive Leave.

Each teacher may use up to nine (9) consecutive days of accumulated sick leave for the adoption of a child commencing with the day of birth or the day the child(ren) enters the household.

**ARTICLE IV
SALARIES AND WAGES**

Section 1. Extra Duty Compensation Schedule.

Attached as Appendix A and incorporated herein as part of this Agreement is the extra duty compensation schedule.

Section 2. Compensation Table.

Attached as Appendix B and incorporated herein as part of this Agreement is the Compensation Table.

Section 3. Veteran Teacher Salary Range.

2023-24: \$46,606-\$83,760

Section 4. Hiring Placement Guidelines.

- A. Faculty will be offered a competitive salary commensurate with the needs of the district and the qualifications of the candidates.
- B. A new teacher entering the corporation with no previous experience will be placed at step A. A new teacher entering the corporation with previous years of experience, according to INPRS, will be placed by the superintendent at a step related to a current corporation teacher in which they “mirror” under the following two guiding principles:
 - 1. that particular teacher’s years of service; and
 - 2. when possible, that particular teacher’s degree.
- C. The superintendent has the authority to hire staff at a reduced rate if both parties are in agreement.
- D. The superintendent has the authority to hire staff at a rate above the step, not to exceed the current salary range of a veteran teacher, if it is necessary based on the need of the district.

Section 5. Group Insurance Coverage.

- A. All full-time teachers are eligible for a \$50,000 term life insurance plan with AD&D, and the Board will pay all but one dollar (\$1.00) of the annual premium cost.
- B. All full-time teachers are eligible for a Board contribution toward the individual employee’s group health insurance coverage carried through the Tippecanoe School Corporation. Dependent coverages may be added to the group health insurance plan and the Board will contribute to these as follows:

<u>Board Contribution (per month)</u>	
Employee Only	\$537.92
Emp. + Spouse	\$1,019.38
Emp. + Children	\$836.52

Emp. + Family \$1,391.12

For all insurance coverages, the Board will not contribute more than the amount allowed by IC 20-26-17. The parties agree that the Board's contribution shall be adjusted to comply with IC 20-26-17.

Based on current plan designs the monthly Board contributions are as follows:

PPO

Employee Only \$537.92
Emp. + Spouse \$1,019.38
Emp. + Children \$836.52
Emp. + Family \$1,391.12

HDHP1

Employee Only \$500.42 in premium and \$37.50 in the teacher's HSA
Emp. + Spouse \$1,006.88 in premium and \$12.50 in the teacher's HSA
Emp. + Children \$824.02 in premium and \$12.50 in the teacher's HSA
Emp. + Family \$1,378.62 in premium and \$12.50 in the teacher's HSA

HDHP2

Employee Only \$458.75 in premium and \$79.17 in the teacher's HSA
Emp. + Spouse \$986.05 in premium and \$33.33 in the teacher's HSA
Emp. + Children \$803.19 in premium and \$33.33 in the teacher's HSA
Emp. + Family \$1,357.79 in premium and \$33.33 in the teacher's HSA

In addition to Article IV, Section 5 Part B above, the board shall contribute into a teacher's TSC Health Savings Account (HSA) if the teacher meets the IRS requirements for contributions and is enrolled in a TSC High Deductible Health Plan (HDHP) on or before January 1. The contribution shall consist of the following amounts and shall take place on or before January 20:

HSA Contribution

Employee Only \$1,750
Emp. + Spouse \$3,000
Emp. + Children \$3,000
Emp. + Family \$3,000

- C. Long Term Disability Insurance (LTD). All full-time teachers may participate in the optional group long-term disability insurance plan carried through the Tippecanoe School Corporation. The Board will contribute all but \$1 per year toward the cost of the plan.
- D. Vision and Dental Insurance - All full-time teachers may participate in the optional group dental/vision insurance plan carried through the Tippecanoe School Corporation. The Board will contribute all but \$1 toward the cost of the plan.
- E. General Provisions Concerning Group Insurance Coverage:

1. For all group insurance programs, employees become insured on the first day of the month following the first full pay period of the school year. Thus, if an employee starts to work at the beginning of the school year, the insurance premium will be deducted from the September pays and the insurance coverage will start October 1.
2. Part-time teachers may obtain coverage under the group life, health, dental/vision, and long-term disability plans. For part-time teachers electing to participate in such plans, the Board will pay a share of the percentage of the premium payment which the Board pays for full-time teachers. This share will meet the affordability guideline under the Patient Protection and Affordable Care Act (PPACA).
3. All teachers who are participants in the group life and health insurance plans and who receive a Board approved leave of absence, may continue their coverage under the plans during the term of the leave by paying the full premium amounts.
4. All dependents added to the employee's group health insurance coverage will have the same benefits as the individual employee.
5. The School Corporation health insurance coverage will be a comprehensive major medical plan. The TEA agrees that the Board may change the health insurance plan design and specifications after considering options presented by the Insurance Committee. The Board will provide the teachers with a health insurance plan design equal to the plan design selected by the Board for all other employee groups.

Section 6. Teachers' Retirement Fund (TRF).

The corporation agrees to pay the teachers' portion (3%) of the Teachers' Retirement Fund contribution.

Section 7. Retirement Pay.

- A. The Tippecanoe School Corporation shall contribute 1.50% of the teacher's base contract pay into a plan qualified under Internal Revenue Code Section 401(a).
- B. The School Corporation will contribute annually \$3,250, prorated monthly, to each eligible retiree to (1) lower the cost of the insurance coverage under the School Corporation's health plan, or (2) receive in a taxable cash lump sum in lieu of a contribution towards the School Corporation's health plan. Eligible retirees will continue to receive the annual \$3,250 until the earlier of becoming eligible for full Medicare benefits or death. Once the eligible retiree ceases to be on the School Corporation's health plan, the retiree may not elect to re-enroll in the School Corporation's health plan.

Eligible retirees qualify for this benefit if following the date of retirement the retiree (1) has reached the age of fifty-five (55), (2) has at least ten (10) years of Tippecanoe School Corporation service, and (3) qualifies for benefits under the Indiana State Teacher's Retirement Fund.

Section 8. Section 125 Plan.

- A. The School Corporation shall maintain a plan to provide benefits under Section 125 of the Internal Revenue Code for any eligible employee. The School Corporation shall be held harmless by the carrier

for the plan, from any liability to teachers who enroll in the plan arising out of the carrier's performance of its obligations and responsibilities under the plan.

- B. Employees scheduled to work at least seventeen and one half (17 ½) hours per week shall be eligible to participate in the Section 125 Plan as of the first day of the month following their completion of one (1) month of service.

Section 9. Mileage Rate.

Teachers required in the course of their work to drive personal automobiles from one school building to another during a school day or to conduct school business shall receive a car allowance equal to the current IRS mileage rate.

Section 10. Military Service Credit.

In order to translate the military experience into teaching experience, eight (8) months of either military service or military service combined with school teaching experience shall be deemed equivalent to one (1) year of teaching experience, provided that such service shall take place within the regular school year, from August 1st to July 31st. Provided, further, that military experience substituted for teaching experience shall not exceed four (4) years. The above shall apply to all veterans who took the oath of allegiance, wore the uniform, served in either combat or noncombat units, and were honorably discharged.

Section 11. Criminal Background Checks.

The school corporation shall pay the costs associated with conducting the required expanded criminal history checks of current employees per I.C. 20-26-5-10.

**ARTICLE V
EFFECT OF AGREEMENT**

Section 1. Effect of Agreement.

This Agreement shall supersede any rules, regulations, or practices by the Board which shall be contrary to or inconsistent with terms contained within this Agreement. The parties mutually agree that the terms and conditions set forth in this Agreement represent the understanding and commitment between the parties. This Agreement replaces and cancels the TSC-TEA Master Contract for 2021-2023, effective October 13, 2021 through ratification of this Agreement. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.

Section 2. Term of Agreement.

The term of this Agreement shall begin July 1, 2023 and terminate on June 30, 2024.

This Contract is made and entered into at Lafayette, Indiana, on October 11, 2023 by and between the Board of Trustees of Tippecanoe School Corporation, heretofore referred to as the "Board," and the Tippecanoe Education Association, affiliated with the Indiana State Teachers Association, and the National Education Association, heretofore referred to as the "Association."

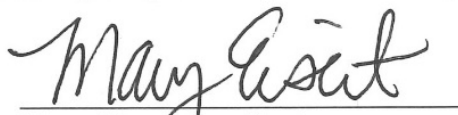
This Agreement is so attested by the parties who signatures appear below.

A public hearing was held on August 23, 2023 [in compliance with I.C. 20-29-6-1(b)], and electronic participation from the parties and/or public was not permitted; and

A public meeting was held on October 2, 2023 [in compliance with I.C. 20-29-6-19] to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.



Brian DeFreese, President
Tippecanoe School Corporation



Mary Eisert, President
Tippecanoe Education Association



Joshua Loggins, Vice President
Tippecanoe School Corporation



Sarah Williams, Vice President
Tippecanoe Education Association



Julie Cummings, Secretary
Tippecanoe School Corporation

APPENDIX A
Tippecanoe School Corporation
Extra Duty Position Placement

Base Amount \$ 19,500

High School

Position	Index	Amount	Position	Index	Amount	Position	Index	Amount
Academic Teams	0.07	\$ 1,365	eSports		\$ 1,500	Softball-Assistant	0.15	\$ 2,925
Agri-Science Advisor	0.27	\$ 5,265	Event Supervisor	0.16	\$ 3,120	Softball-Head	0.30	\$ 5,850
Auditorium Supervisor	0.10	\$ 1,950	Football-Assistant	0.22	\$ 4,290	Speech	0.16	\$ 3,120
Band-Assistant	0.16	\$ 3,120	Football-Head	0.54	\$ 10,530	Spell Bowl	0.08	\$ 1,560
Band-Head	0.35	\$ 6,825	Football-Unified	0.15	\$ 2,925	Student Council	0.08	\$ 1,560
Baseball-Assistant	0.15	\$ 2,925	Golf-Assistant	0.14	\$ 2,730	Super Bowl-Assistant	0.06	\$ 1,170
Baseball-Head	0.30	\$ 5,850	Golf-Head	0.20	\$ 3,900	Super Bowl-Head	0.14	\$ 2,730
Basketball-Assistant	0.22	\$ 4,290	Gymnastics-Assistant	0.14	\$ 2,730	Swimming-Assistant	0.15	\$ 2,925
Basketball-Head	0.54	\$ 10,530	Gymnastics-Head	0.25	\$ 4,875	Swimming-Head	0.25	\$ 4,875
Career Tech Student Org		\$ 1,500	INtegrate	0.04	\$ 780	Tennis-Assistant	0.14	\$ 2,730
Cheerleaders	0.15	\$ 2,925	Intramurals	0.08	\$ 1,560	Tennis-Head	0.19	\$ 3,705
Chorus-Assistant	0.08	\$ 1,560	Motorsports-Assistant		\$ 1,500	Track-Assistant	0.15	\$ 2,925
Chorus-Head	0.17	\$ 3,315	Motorsports-Head		\$ 3,500	Track-Head	0.25	\$ 4,875
Class Sponsor-Jr/Sr	0.07	\$ 1,365	Musical	0.09	\$ 1,755	Track-Unified	0.14	\$ 2,730
Clubs/Activities	0.04	\$ 780	National Honor Society	0.04	\$ 780	Volleyball-Assistant	0.15	\$ 2,925
Cross Country-Assistant	0.14	\$ 2,730	Newspaper	0.11	\$ 2,145	Volleyball-Head	0.27	\$ 5,265
Cross Country-Head	0.20	\$ 3,900	Quiz Bowl	0.15	\$ 2,925	Webmaster	0.04	\$ 780
Dance-Assistant	0.05	\$ 975	Recycling	0.04	\$ 780	Weight Train Supv	0.12	\$ 2,340
Dance-Head	0.09	\$ 1,755	Robotics	0.15	\$ 2,925	Wrestling-Assistant	0.15	\$ 2,925
Debate	0.09	\$ 1,755	Soccer-Assistant	0.15	\$ 2,925	Wrestling-Head	0.27	\$ 5,265
Drama	0.09	\$ 1,755	Soccer-Head	0.25	\$ 4,875	Yearbook	0.11	\$ 2,145

Middle School

Position	Index	Amount	Position	Index	Amount	Position	Index	Amount
Academic Teams	0.07	\$ 1,365	Clubs/Activities	0.04	\$ 780	Student Council	0.06	\$ 1,170
Activities Director	0.05	\$ 975	Football	0.13	\$ 2,535	Track	0.11	\$ 2,145
Athletic Director	0.31	\$ 6,045	INtegrate	0.04	\$ 780	Volleyball	0.12	\$ 2,340
Band	0.11	\$ 2,145	Intramurals	0.09	\$ 1,755	Webmaster	0.04	\$ 780
Basketball	0.13	\$ 2,535	Recycling	0.04	\$ 780	Wrestling	0.12	\$ 2,340
Cheerleaders	0.08	\$ 1,560	Speech	0.09	\$ 1,755	Yearbook	0.05	\$ 975
Chorus	0.09	\$ 1,755						

Elementary School

Position	Index	Amount	Position	Index	Amount	Position	Index	Amount
Clubs/Activities	0.04	\$ 780	Intramurals	0.09	\$ 1,755	Webmaster	0.04	\$ 780
INtegrate	0.04	\$ 780	Recycling	0.04	\$ 780			

Corporation

Position	Index	Amount	Position	Index	Amount	Position	Index	Amount
Department Chair-A	0.06	\$ 1,170	INtegrate	0.04	\$ 780	Prof Dev Presenter		\$30/hr
Department Chair-B	0.07	\$ 1,365	National Board Certification		\$ 4,594	Student Support Specialist		\$ 3,000
Department Chair-C	0.08	\$ 1,560	Prof Dev Participant		\$100/day	Webmaster	0.04	\$ 780
Homebound Instruction		\$45/hr						

Base Amount is multiplied by Index to calculate annual amount of pay.

APPENDIX B
Tippecanoe School Corporation
Compensation Table

2023-2024

Step	Bachelor's Salary	Master's Salary
A	\$46,606	\$48,606
B	\$47,606	\$49,606
C	\$48,606	\$50,606
D	\$49,606	\$51,606
E	\$50,606	\$52,606
F	\$51,606	\$53,606
G	\$52,606	\$54,606
H	\$53,606	\$55,606
I	\$54,606	\$56,606
J	\$55,606	\$57,606
K	\$56,606	\$58,606
L	\$57,606	\$59,606
M	\$58,606	\$60,606
N	\$59,606	\$61,606
O	\$60,606	\$62,606
P	\$61,606	\$63,606
Q	\$62,606	\$64,606
R	\$63,606	\$65,606
S	\$64,606	\$66,606
T	\$65,606	\$67,606
U	\$66,606	\$68,606
V		\$69,606
W		\$70,606
X		\$71,606
Y		\$72,606
Z		\$73,606
AA		\$74,606
BB		\$75,606
CC		\$76,606
DD		\$77,606
EE		\$78,606

Advancement on the Compensation Table

Eligibility: In order to be moved from the 2022-2023 compensation table to the 2023-2024 compensation table, a teacher must have received a rating of highly effective or effective from the 2022-2023 school year and have completed a year of service as defined by INPRS. A teacher who received a summative evaluation rating of improvement necessary or ineffective does not qualify for a salary increase, except for the first two full school years that a teacher provides instruction to students, the teacher is not prohibited from receiving a raise for the following year if the teacher receives a rating of improvement necessary or ineffective.

Placement on the 2023-2024 Compensation Table: teachers are placed on the compensation table at the same step and column as the 2022-2023 school year. \$1000 was added to each step of the compensation table in the 2023-2024 school year to meet the academic needs of students, which is defined as the need to retain current teachers. Additionally, teachers advanced down the table one step by receiving an effective or highly effective evaluation during the 2022-2023 school year.

Factors: 1. Evaluation: Eligibility for progression vertically through the compensation table is attributable to the teacher receiving an evaluation of highly effective or effective for the prior school year. 2. Education: In addition to satisfying the evaluation requirement, movement across columns from BS to MS requires verification of successful completion of content area degree program that must be submitted to the TSC Personnel Office by September 1 in order for the degree to be reflected in the contract year compensation calculation.

Those teachers who are not placed on the compensation table due to being above the cap (last row in the compensation table), will not receive base salary increases. Any increase in pay will be in the form of a stipend.

Redistribution: Based on anticipated evaluation results, the parties believe that all funds will be distributed and that no redistribution will be necessary. However, in the event that there are funds that were otherwise allocated for teachers rated improvement necessary or ineffective, those funds will be equally redistributed to all teachers rated highly effective or effective. The redistribution will be paid as a stipend.

Compensation earned by a teacher on a partial contract will be awarded on a pro-rata basis.