

**AGREEMENT BETWEEN
THE BOARD OF SCHOOL TRUSTEES OF THE
CRAWFORDSVILLE COMMUNITY SCHOOL CORPORATION
AND THE CRAWFORDSVILLE EDUCATION ASSOCIATION**

This contract entered into this 14th day of November 2023, by and between the CRAWFORDSVILLE COMMUNITY SCHOOL CORPORATION (hereinafter called "School Corporation") and CRAWFORDSVILLE EDUCATION ASSOCIATION (hereinafter called "Association") WITNESSETH:

I. RECOGNITION

Association is hereby acknowledged by school corporation as the bargaining agent for the fulltime certificated school employees currently employed by school employer except supervisors, confidential employees, employees performing security work, and non-certificated school employees, pursuant to Indiana law (Public Law 217, Acts of 1973, as amended) providing for bargaining collectively and discussing.

II. DEFINITIONS

As used in Article I of this agreement.

- A. "School employee" shall mean any full-time certificated person employed by the school employer.
- B. "School Corporation" shall mean the Crawfordsville Community School Corporation of Crawfordsville, Indiana.
- C. "School employer" shall mean the governing body of the School Corporation and any person or persons authorized to act for the governing body of the school employer in dealing with its employees.
- D. "Certificated employees" shall mean a school employee whose contract with the school corporation requires that he/she hold a current license or permit from the Indiana State Board of Education to teach in the public schools of Indiana.
- E. "Full-time" shall mean employment by a certificated employee on a regular, daily basis by reason of a Teacher's Contract with the school corporation, which contract expressly

requires the performance of teaching services of a certificated employee for not less than one hundred twenty (120) school days during the school year as fixed by the school calendar. Notwithstanding the foregoing, a teacher who is employed by school employer after the beginning of the school year as fixed by the school calendar for a consecutive period in excess of 60 days by a written regular teacher's contract to replace and fulfill the duties of a school employee who, but for leaving school employer's employment, would have been a full-time teacher shall be deemed a full-time teacher for purposes of this contract; provided, however, salary and leave benefits shall be pro-rated on the basis of that portion of the school year such replacement teacher serves by such written regular teacher's contract and, provided further, such replacement teacher's advancement to the next year's experience upon the salary schedule shall not occur unless such replacement teacher performs teaching services for at least 120 school days during the school year preceding such advancement. Part-time teachers and substitutes shall not be construed as "full-time."

- F. "Currently employed by the school employer" shall mean a certificated employee who has entered a Teacher's Contract for the 1973-74 school year as fixed by the school calendar, or any subsequent school year, to perform teaching services exclusively for the school corporation.
- G. "Supervisor" shall mean any individual who has (i) authority, acting for the school corporation, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline school employees, or (ii) responsibility to direct school employees and adjust their grievances, or (iii) effectively to recommend the action set out in (i) or (ii) of this definition. Supervisors shall include, but not be limited to, superintendents, assistant superintendents, business managers, directors, managers, principals, assistant principals, curriculum directors, athletic directors, adult education directors, 'supervisor' as defined herein created hereafter by school employer, and any certificated employee appointed by school employer to an "acting" capacity as a 'supervisor' as defined herein. Department coordinators and coaching having no responsibility or authority as supervisors as defined herein shall not be construed as a 'supervisor.'
- H. "Non-certificated employees" or "classified employees" shall mean any school employee of the school corporation whose employment is not dependent upon the holding of a

license or permit from the Indiana State Board of Education. Non-certificated employees shall include, but not be limited to, clerks, secretaries, accountants, attorneys, physicians, cafeteria employees, nurses, dentists, registrars, library clerks, bookstore managers, lunchroom staff, bus drivers, teacher's aids, and maintenance personnel.

- I. "Employment by reason of a teacher's contract" shall mean a certificated school employee employed by reason of a written regular teacher's contract. A person employed under a Temporary Teacher's Contract or Supplemental Service Teacher's Contract with the school corporation, the effective date of which is subsequent to the beginning of the school year as fixed by the school calendar, shall be deemed to be a "part-time teacher." A certificated school employee employed without a written contract shall be deemed a "substitute teacher."
- J. "Teacher" shall mean a full-time certificated school employee currently employed by the school employer except for a supervisor, confidential employee, employee performing security work, and a non-certificated school employee.

III. TERM OF AGREEMENT

The term of this agreement shall begin on July 1, 2023, and shall continue in full force and effect until June 30, 2024.

IV. SCOPE OF BARGAINING AND EFFECT

- A. The specific issues subject to bargaining shall include salary, wages, and salary and wage-related fringe benefits for school employees.
- B. All bargainable issues have been discussed during the negotiations leading to this Agreement, and no additional bargaining on said issues will be conducted on any item, whether contained herein or not, during the life of this Agreement.

V. SEVERANCE PAY

Severance pay shall be granted to any school employee eligible for retirement who retires from employment from school employer at the rate of \$70.00 for each day of accumulated sick leave, subject to the following conditions: A school employee must: (1) have been employed, on a full-time basis, for a minimum of ten (10) consecutive years by the

Crawfordsville School Corporation; (2) must be qualified to receive retirement benefits under the provisions of the Indiana State Teachers' Retirement Fund; and (3) must have submitted written notice of retirement to the superintendent on or before May 1 of the final teaching school year. Severance pay may be paid in one lump sum at the time of retirement, or, at school employee's written option included with the notice of retirement specifying an amount of deferral, all but two thousand dollars (\$2,000.00) may be deferred until the date of first normal payroll in January of the year following retirement.

VI. LONGEVITY CONTRIBUTION

An amount equal to two hundred dollars (\$200.00) for each year of full-time employment with the school employer will be contributed as a non-elective contribution by the school employer for each school employee who (1) has been employed on a full-time basis for a minimum of ten (10) years by the Crawfordsville School Corporation; (2) and is age 55 on or before June 30, such contribution to be paid into an eligible school employee's 401(a) and VEBA account upon attainment of eligibility for Early Retirement benefits under Article XII of the 2004-2005 agreement as follows: Fifty percent (50%) of such calculated amount shall be deposited into a 401(a) plan account for the applicable school employee and fifty percent (50%) of such calculated amount shall be deposited into a voluntary employee benefit account (VEBA), each of which accounts shall vest simultaneously with the vesting of early retirement benefits under Article XII of the 2004-2005 agreement.

For school employees having already attained eligibility for the foregoing longevity contribution, the amount accrued on June 30, 2005, for such eligible school employee will be contributed by school employer to such 401(a) and VEBA accounts on or before December 31, 2005, and school employer will contribute \$100.00 to such eligible school employee's 401(a) account and \$100.00 to such eligible school employee's VEBA account on or before June 30 of each additional year of credible service performed by such eligible school employee for school employer after July 1, 2005.

VII. LEAVE

A. Sick Leave

1. Each full-time teacher is allowed not more than ten (10) sick days each year for absence without loss of compensation due to personal illness rendering the teacher physically or emotionally unfit to perform teaching duties. The ten (10) sick days awarded each school year may be used for the purpose of caring for an ill family member as defined by Article VII (C) [Funeral Leave]. From and after the 2002-2003 school year, if the ten (10) sick days awarded for the current school year have been exhausted, then not more than an aggregate of fifteen (15) sick leave days accumulated from a prior school year may be used for the purpose of caring for an ill family member.
2. Unused sick leave days credited to a teacher may be accumulated yearly, not to exceed 185 days. School employees accumulating more than 185 accumulated sick days at the end of the school year will be compensated for accumulated sick days in excess of 185 accumulated sick days at the rate of \$70.00 per day for each unused sick leave day in excess of 185 either in cash or by a contribution to such school employee's 401(a) account. Such payment or contribution shall be made at the first normal pay in July immediately following such school year.
3. During and after the 2001-2002 school year, if any teacher shall have accumulated one (1) or more days of sick leave while employed in another school corporation and shall thereupon become employed by the Crawfordsville Community School Corporation, then there shall be added for the second year and each succeeding year of such employment up to three (3) 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.
4. A teacher shall notify the teacher's building principal or his designee as soon as possible of personal illness or quarantine. Such notification should be no later than one hour preceding the beginning of the normal teacher's work day of the day of such absence.

B. Personal Leave

1. Each full-time teacher shall earn four (4) personal business days per year without loss of compensation. At the end of each school year, a teacher's unused personal leave days shall be added to that teacher's accumulated unused sick days.

2. Personal business leave may not be used for the purpose of extending vacation periods or abbreviating the school year. Teachers who feel a situation of great enough importance to seek an exception will state those reasons in writing and directly to the Superintendent of Schools, who may consider situations such as weddings, retirements, college visitations, graduations, and religious ceremonies.
3. A teacher shall request personal business leave at least forty-eight (48) hours preceding the day of absence of personal leave. However, the building principal or designee may waive such 48 hours prior request when the teacher presents reasons for and facts establishing good cause or an emergency precluding such notification. Emergency shall be interpreted as a sudden, generally unexpected occurrence or set of circumstances that have occurred suddenly, for which advance planning was not possible, and which demands immediate attention.

C. Funeral Leave

1. Each teacher shall be entitled to be absent from work on account of death in the immediate family for a period extending no more than seven (7) calendar days without loss of compensation. Immediate family in this case shall be interpreted as husband, wife, child (including a foster child living in the home), father, mother, brother, sister, father-in-law, mother-in-law, grandparent, grandchild, or any other relative who at the time of death is living as a member of the household of the teacher or for whom the teacher is legal guardian.
2. Each teacher shall be entitled to be absent from work for a period extending no more than two (2) calendar days after the death of the teacher's uncle, aunt, first cousin, niece, nephew, grandparent-in-law, brother-in-law, or sister-in-law without loss of compensation. Upon the teacher's request and approval by the school employer prior to such absence, the school employer may authorize two days leave in addition to the day of funeral in case of necessity for extended travel or other extenuating circumstances. The Superintendent of Schools may authorize additional days of funeral leave as the need for such is demonstrated. .

D. Parental Leave

1. The school employer will grant a leave of absence with pay for up to ten (10) school days during the first forty (40) school days following the date a child is born to or

adopted by a school employee.

E. Maternity Leave

1. Any school employee who is pregnant shall be granted a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child if she notifies the superintendent of school employer at least thirty (30) days before the date on which she wishes to start her leave. She shall notify such superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable.
2. In the case of a medical emergency caused by pregnancy, the school employee shall be granted a leave, as otherwise provided by this paragraph, immediately on her request and the certification of the emergency from an attending physician. All or part of a leave taken by a school employee because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick days.

F. Jury Duty Leave

1. School employees subpoenaed for jury duty shall be entitled to leave while serving and shall be paid the difference between amounts received for jury duty and the regular salary of the school employer for the period absent.

G. Defense Service Leave

1. School employees called up for short-term military duty of thirty (30) days or less shall be entitled to a paid leave while serving such short-term military duty, i.e., duty of less than thirty (30) calendar days during each school year.

VIII. INSURANCE

- A. Life Insurance: The school employer agrees to make available and pay, except twenty cents (\$.20) of the annual premium cost of a Seventy-five Thousand Dollars (\$75,000) group term life insurance for each school employee (hereinafter called "teacher" for purposes of Article VIII). The school employer will select the insurance carrier. The school employer will provide, upon written authorization of the teacher desiring the same, payroll deductions for the twenty cents (\$.20) balance of the annual premium to be paid by such teacher. If permitted by the carrier, retirees shall be allowed to continue

coverage at their own expense to age 65. Coverage beyond age 65 shall be at the option of the carrier and paid by the retiree.

B. Hospitalization: The school employer agrees to obtain and make available a medical and hospitalization plan ("Plan") in which each full-time teacher and each qualified retired teacher may participate. A qualified retired teacher is one who is eligible for retirement benefits under the Indiana Public Retirement System (INPRS) and also early retirement under Article XII of the 2004-2005 agreement, but who is ineligible for Medicare benefits. The School employer will notify eligible teachers by emailing each teacher through the school's corporate email system at least ten (10) days before the annual open-enrollment period begins.

1. The school employer will contribute \$8042 of the health insurance plan premium for each enrolled teacher, except as provided in paragraph 3 below.
2. For the 2023-2024 school year only, School Employer will contribute an additional \$2,000 toward premiums for Employees who have selected either family high deductible plans (non-PPO plans). When both spouses are employed by the School Employer, this additional premium support will not apply since both parties receive the teacher premium support.
3. Each qualified retired school employee who retires on or after July 1, 2004, shall be responsible to pay all premiums attributable to the coverage of such retired school employee under the plan.
4. For those teachers electing to participate, deductions for hospitalization insurance will be made according to the provisions of Section 125 of the Internal Revenue Code; all administrative costs attributable to providing the administration of such Section 125 benefits will be the responsibility of the school employer. Such Section 125 plan shall include, if elected by qualified participants, non-reimbursable medical and dependent care deductions.
5. CCSC is a member of the Hoosier Heartland School Trust (HHST) and makes health insurance benefits available through that trust. Rates, benefits, and enrollment are governed by HHST.
6. Upon the commencement of a leave of absence, the School Employer's contribution to the premium cost of health insurance coverage will continue through the end of

the leave, provided that the employee's share of the premium has been withheld for the following month or the employee has paid the employee's share of the premiums for the following month. This provision is subject to the following conditions:

- a. The School Employer's contribution shall end with the end of the school year contract year, and
- b. In no case shall the School Employer's contribution extend beyond a twelve-month period.
- c. Long Term Disability: The Board shall provide a group long term disability insurance plan with each teacher paying one dollar (\$1.00) per year. All school employees shall participate and be insured for group long term disability insurance benefits provided by the Board. The insurance carrier will be selected by the Board.

IX. CCSC 401(a) MATCHING ANNUITY PLAN

The school employer will continue to maintain a qualified 401(a) Annuity Plan (hereinafter referred to as the "CCSC 401(a) Plan" for all certified employees covered under this collective bargaining agreement. The CCSC 401(a) Plan shall be available to all certified employees. The school employer shall also maintain a 403(b) Plan (hereinafter referred to as the "403(b) Plan) for all certified employees covered under this collective bargaining agreement. The 403(b) Plan will include provisions for pre-tax salary reduction contributions.

To participate in the 401(a) Plan with an employer's match, a certificated employee must contribute at least \$528 at the rate of \$22 each of the 24 pays per school year. For certificated employees participating in 401(a) Plan with an employer's match, employer will match certificated employee's \$528 school year contribution as follows:

Certificated Employee's Contribution	Employer's Match on \$1.00 of Employee Contribution	Maximum Employer's Match Per School Year
\$528	\$2.00	\$1,056

In the event that a certified employee elects to not contribute \$528 the CCSC will also not contribute. The Parties agree that the CCSC 401(a) Plan and the 403(b) Plan shall replace the Early Retirement Plan detailed in the 2002-2004 contract. The parties further agree that all contributions made to the CCSC 401(a) Plan by the school employer shall be considered as additional funds and counted as part of any salary increase negotiated for the certified employees.

All certified employees hired prior to July 1, 1999 shall be 100% immediately vested in the Plan. For the certified employees hired after July 1, 1999, the CCSC 401(a) Plan and the 403(b) Plan will replace the Early Retirement Plan set forth in the 2002-2004 contract with 100% vesting to occur upon the completion of the fifth consecutive year of teaching in Crawfordsville Community Schools.

The CCSC 401(a) Plan and the 403(b) Plan shall:

- a. Be subject to all applicable Internal Revenue regulations.
- b. Have no contract initiation fees charged to the employee.
- c. Have no administrative or Plan Document charge to the Board.

X. SICK LEAVE BANK

A sick leave bank will be established for Crawfordsville Community School Corporation employees, including full-time employees and current sick bank members. The purpose of this bank is to relieve participating employees from undue financial burdens due to absence from work during short-term disability arising from illness, injury, or incapacitation sufficiently severe that it would make their presence in school inadvisable.

The bank will be established in the following way: On or before September 15 of each school year, employees who wish to participate will be given the opportunity to contribute, on a voluntary basis, not more than one (1) sick day from their accumulation. To be eligible to use the sick leave bank one must:

- a. Be on the list of contributors who shall have consented to the reduction of accumulated sick leave to the business office prior to October 1 of the applicable school year.

- b. Have not declined to contribute any requested sick day when requested after October 1.
- c. Have used all sick and personal leave available to him/her personally.
- d. Submit to the chairman of the sick leave bank an application and physician's statement describing the nature of the disability and the prognosis for a return to work.
- e. Designate a personal representative to complete an application when one is unable to do so oneself.

Sick leave bank days beyond doctor-certified post-delivery disability for the purpose of child rearing or child care are not covered by the sick leave bank.

Members will make the determination of the award of the sick leave bank committee in accordance with the Sick Leave Bank Guidelines. Days awarded will begin immediately upon the exhaustion of all individual sick and personal leave days. The bank will be administered completely by a committee with five (5) teacher members appointed by the CEA President, the Superintendent or Assistant Superintendent, and three members appointed by the Superintendent or Assistant Superintendent. The committee will be fully responsible for the operation of the sick leave bank. The committee will elect its own chairman. Participation in the Sick Leave Bank will be open equally to all full-time school employees and current members of the sick bank of the Crawfordsville Community School Corporation.

XI. SALARY AND WAGE PROVISIONS

- A. The parties agree that salaries and wages to be effected by this agreement for the school year 2023-2024 are accurately reflected in Appendix B for distribution in accordance with the Compensation Model. Salaries for extra-curricular duties are found in Appendix C.
- B. Teachers who use their personal vehicle for school business will file the proper claim, and when approved, they will be reimbursed at the rate allowed by the IRS.
- C. Where grant parameters permit, school employees who participate in a grant

implementation outside the regular school day shall be compensated at a rate of thirty dollars (\$30.00) per hour.

- D. Teachers employed to teach during non-grant programs of homebound teaching shall be compensated by an hourly rate determined by dividing the teacher's annual salary by 1387.5.
- E. Teachers employed to teach during non-grant summer school programs shall be compensated at a rate of thirty-five dollars (\$35.00) per hour.
- F. If a substitute teacher cannot be provided and it becomes necessary for a regularly employed teacher to be used in lieu of a substitute during the regularly employed teacher's preparation time, which is not considered part of the regular duties, a teacher receives compensation for performing, and the Board shall pay that teacher \$15 more than one-seventh (1/7) of that teacher's daily pay rate. Portions of this provision unrelated to wages are the school's policy, were not bargained, and are included for informational purposes only.

XII. LEGAL DEFENSE

In the event an accusation is made against a school employee to law enforcement officials by a student, parent of a student, law enforcement official, or social services caseworker alleging that such school employee committed a criminal act during the course of the performance of duties as a school employee and such alleged act, if true could result in prosecution of such school employee but school employee denies the accusation, school employer will reimburse the affected school employee up to \$500.00 for legal expenses reasonably incurred by school employee during the six (6) month period following such accusation for attorney services rendered in defending school employee against such allegations.

Reimbursement shall be made upon approval of the claim after the school employee's delivery of Standard Claim Form 505 to the school employer with a supporting affidavit by the attorney involved that the amount claimed was incurred for reimbursable legal services. A school employee shall be eligible for this benefit only once during any one-year period of employment with the school employer.

XIII. GRIEVANCE PROCEDURE

The parties agree that grievances which arise out of the application or interpretation of this Agreement shall be resolved in accordance with the grievance procedure described in Appendix A

XIV. ENTIRE AGREEMENT

This Agreement supersedes and cancels all previous agreements, verbal or written, or based upon alleged past practices, between the school employer and Association and constitutes the entire agreement between the parties.

XV. SEVERABILITY

Should any Article, Section, or Clause of this Agreement be declared illegal by a court of competent jurisdiction, said Article, Section, or Clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law; but the remaining Articles, Sections, and Clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted Article, Section, or Clause.

The undersigned attest to the following:

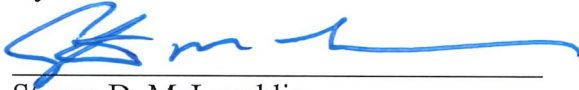
1. A public hearing was held on Thursday, September 14, 2023 in compliance with I.C. § 20-29-6-1(b). Electronic participation from the parties and the public was not permitted.
2. A public meeting was held on November 8, 2023 in compliance with I.C. § 20-29-6-19 to discuss the tentative agreement. Electronic participation from the governing body and the public was not permitted.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement the day and year first above written.

**BOARD OF TRUSTEES
CRAWFORDSVILLE COMMUNITY
SCHOOL CORPORATION**

**CRAWFORDSVILLE
EDUCATION ASSOCIATION**

By:



Steven D. McLaughlin
President

By:



Alexis J. Carson
President



Rex M. Ryker
Superintendent



Emily Race
Negotiations Team Lead

APPENDIX A GRIEVANCE PROCEDURE

This Grievance Procedure hereinafter referred to as "Procedure" stipulates the conditions under and the procedures by which grievances alleged by a full-time certificated employee currently employed by school employer shall be processed. If any such grievances arise, there shall be no stoppage nor suspension of work because of such grievance; but such grievance shall be submitted to the following grievance procedures.

ARTICLE I - DEFINITIONS as used in this procedure:

- A. "Grievance" means, and shall be limited to, an alleged violation of a specific article or section of this written agreement, except where such article or section is exempted from this procedure.
- B. "Superintendent" means the chief administrative officer of the school employer, or any person(s) designated by him to act in his behalf with school employees.
- C. "Grievant" means the full-time certificated employee currently employed by school employer making a grievance.
- D. "Days" means calendar days unless designated "working days." "Working days" means days excluding Saturdays, Sundays and legal holidays.

ARTICLE II - PROCEDURE

Step One:

Within ten (10) days of the occurrence of facts giving rise to a grievance, the grievant shall present the grievance to the grievant's building principal during non-teaching hours. Within three (3) working days after presentation of grievance, the building principal shall orally answer the grievant.

Step Two:

- (a) Within three (3) working days of the oral answer, if the grievance is not resolved, the grievance shall be stated in writing, signed by the grievant and submitted to the grievant's building principal on the form provided by school employer.
- (b) The grievance shall (1) state the name of the employee grievant; (2) state the facts giving rise

to the grievance; (3) identify the specific provisions of this agreement alleged to be violated; (4) state the contention of the grievant with respect to the grievance; and (5) indicate the specific relief requested.

- (c) Within five (5) working days after receiving the written grievance, the principal shall communicate his answer in writing to the grievant.

Step Three:

- (a) If the grievance is not resolved in *Step Two*, the grievant may, within five (5) working days of receipt of the principal's answer, appeal to the Superintendent by filing the grievance and the principal's answer, along with any written response of the grievant to the answer of the principal, with the office of the Superintendent, which shall receipt therefor.
- (b) The Superintendent, or his designated representative during absence of the Superintendent, shall give the grievant an answer in writing no later than ten (10) working days after receipt of any written grievance properly filed with the Superintendent's office.

Step Four:

- (a) Within thirty (30) working days after receiving the decision of the Superintendent, an appeal from the decision may be made by the grievant to the Board by filing the grievance, the principal's answer, any written response of the grievant to the answer of the principal, the Superintendent's answer, along with any written response of the grievant to the answer of the Superintendent. The Board shall review the materials presented upon appeal at the next regular board meeting or 30 days from the appeal being filed, whichever occurs later, and render its decision in writing to the grievant and the Superintendent. The Board may not consider any material allegation or remedy not presented in *Step Three*.
- (b) No evidence or testimony will be taken by the Board during *Step Four*, unless, upon written request by the grievant or Superintendent, proof is made of newly discovered material evidence that could not, with reasonable diligence, have been discovered and produced at *Step Three*. For purposes of determining, upon written request to submit additional evidence or testimony during *Step Four*, the board may, at its option, designate a hearing officer to hear proof supporting the request for additional evidence or testimony, who will rule upon such question and submit his reasons in writing to the Board, the grievant, and the Superintendent. In the event the Board or its hearing officer permits additional testimony or evidence to be presented and included for review, such additional testimony or evidence

shall be reduced to writing by the party requesting such additional evidence or testimony and attached to those documents heretofore identified as constituting the record for review by the Board.

STATE AND FEDERAL LAWS

- A. Nothing contained in this procedure shall deny to any full-time employee currently employed by school employer rights under State or Federal laws.
- B. No school employee shall use this procedure to appeal any decision by the school employer or administration if such decision is applicable to a State or Federal Regulatory Commission or Agency.

School employees shall follow all written and verbal directives, even if such directives allegedly conflict with this Agreement. Compliance with such directives will not prejudice the school employee's right to file a grievance within the time limits herein, nor shall compliance effect the ultimate resolution.

APPENDIX B
COMPENSATION PLAN

I. SALARY RANGE AND GAP

At the beginning of the 2023-24 school year, the salary range was \$45,300 to \$78,300, not including current-year increases or TRF contributions.

The salary range after increases are awarded is from \$46,400 to \$82,800.

II. BASE SALARY INCREASES

A. General Eligibility

To be eligible for a salary increase, a teacher must not have received a rating of ineffective or improvement necessary in the prior school year. A teacher who received a rating of ineffective or improvement necessary remains at their prior year's salary.

Certain teachers in their first two years are exempt from the evaluation rating eligibility requirement. They are eligible for a salary increase if they have received a rating of improvement necessary, effective, or highly effective. Teachers in their first two full years of instructing who receive a rating of ineffective will remain at their prior year's salary.

A teacher must have been employed with the corporation for at least 120 days in the prior school year.

B. Factors and Definitions

1. Evaluation rating – The teacher received a highly effective or effective evaluation rating the prior year, or the teacher was in their first two years of instruction and received a rating of improvement necessary, effective, or highly effective.
2. Year of experience – The teacher was employed in the corporation for at least 120 days in a given school year.
3. Academic Needs - The academic needs factor is a teacher retention catch-up and is defined as the adjustment of the salary of a current teacher up to the amount on the New Hire Salary schedule for a new teacher with comparable education and experience.
 - a) For 2023-2024 a transcript or license must evidence the attainment of a content area master's degree or a degree beyond a master's for the purpose of movement of current teachers consistent with the teacher retention catch-up increase.

4. Education - Possession of a content area degree, as defined by the Indiana Department of Education.

C. Distribution

Amounts to be added to a teacher’s base salary

1. Evaluation rating – \$900
2. Years of experience - \$200
3. Academic Need (Teacher retention catch-up) - If after receiving the increases for evaluation and experience (\$1,100), an eligible teacher’s salary is less than the salary on the New Hire Salary schedule commensurate for experience and education, the teacher will receive an increase to match that amount.
4. Education - An eligible teacher whose experience does not appear on the New Hire Schedule (26 or more years) and who has a master’s or post-master’s degree will receive a \$400 increase above the 2023-2024 salary increase.

D. Redistribution

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

III. NEW HIRE SALARY

A newly hired teacher shall be placed on the New Hire Salary schedule in the column and row corresponding to the teacher’s education and experience. The superintendent has the discretion to place the new teacher one or more rows higher based on the academic needs of the corporation. If the superintendent is to place any new hire more than three years higher based on experience and education, then the superintendent must report this to the president of the exclusive representation. The New Hire Salary schedule is as follows:

NEW HIRE SALARIES			
ROW	BACHELOR’S	MASTER’S	DEGREE BEYOND MASTER’S
0	\$46,400	\$47,900	\$48,900
1	\$47,300	\$48,800	\$49,800
2	\$48,200	\$49,700	\$50,700
3	\$49,100	\$50,600	\$51,600
4	\$50,000	\$51,500	\$52,500
5	\$50,900	\$52,400	\$53,400

6	\$51,800	\$53,300	\$54,300
7	\$52,700	\$54,200	\$55,200
8	\$53,600	\$55,100	\$56,100
9	\$54,500	\$56,000	\$57,000
10	\$55,400	\$56,900	\$57,900
11	\$56,300	\$57,800	\$58,800
12	\$57,200	\$58,700	\$59,700
13	\$58,100	\$59,600	\$60,600
14	\$59,000	\$60,500	\$61,500
15	\$59,900	\$61,400	\$62,400
16	\$60,800	\$62,300	\$63,300
17	\$61,700	\$63,200	\$64,200
18	\$62,600	\$64,100	\$65,100
19	\$63,500	\$65,000	\$66,000
20	\$64,400	\$65,900	\$66,900
21	\$65,300	\$66,800	\$67,800
22	\$66,200	\$67,700	\$68,700
23	\$67,100	\$68,600	\$69,600
24	\$68,000	\$69,500	\$70,500
25	\$68,900	\$70,400	\$71,400

IV. Stipend

A. Longevity Stipend

- By June 30, 2024, the school employer will deposit a one-time longevity stipend in the form of a contribution to the applicable 401(a) account for all school employees who attain their 20th, 25th, 30th, 35th, 40th, or 45th year of service with the Crawfordsville Community School Corporation during the 2023-2024 school year and are employed with the school employer on June 1, 2024. The deposited amounts are as follows:

YEARS ATTAINED	STIPEND
20 years	\$1,000
25 years	\$1,500
30 years	\$2,000
35 years	\$2,500
40 years	\$3,000
45 years	\$3,500

B. Academic Need Stipend

1. To retain teachers due to academic needs, the following will receive a one-time stipend of \$900: Employee 379.
2. To retain teachers due to academic needs, the following will receive a one-time stipend of \$2700: Employee 801.

APPENDIX C
EXTRA-CURRICULAR SCHEDULE

HIGH SCHOOL	
Position Titles	Annual Rate
High School Athletics	
Athletic Coordinator 1	\$1,300
Athletic Coordinator 2	\$1,300
Athletic Supervisor (per event)	\$75
Baseball	
Varsity Head Coach	\$8,100
Varsity Assistant Coach	\$4,602
Reserve Head Coach	\$3,696
Freshman Head Coach	\$2,753
Basketball - Boys	
Varsity Head Coach	\$9,000
Varsity Assistant Coach	\$4,602
Reserve Head Coach	\$3,696
Freshman Head Coach	\$2,753
Basketball - Girls	
Varsity Head Coach	\$9,000
Varsity Assistant Coach	\$4,602
Reserve Head Coach	\$3,696
Freshman Head Coach	\$2,753
Cheerleading	
Varsity Head Coach	\$4,250
Reserve Head Coach	\$2,000
Cross Country	
Boys Varsity Head Coach	\$2,900
Girls Varsity Head Coach	\$2,900
Dance	
Dance Coach	\$5,100

Assistant Dance Coach	\$2,300
Football	
Varsity Head Coach	\$9,000
Varsity Assistant Line Coach	\$3,696
Varsity Assistant Offense	\$3,696
Varsity Assistant Defense	\$3,696
Varsity Assistant Special teams	\$3,696
Assistant Reserve Offense	\$3,696
Assistant Reserve Defense	\$3,696
Golf	
Varsity Boys Head Coach	\$3,000
Varsity Girls Head Coach	\$3,000
Gymnastics	
Varsity Head Coach	\$3,000
Varsity Assistant Coach	\$1,500
Tennis	
Varsity Boys Head Coach	\$3,000
Varsity Boys Reserve Coach	\$1,500
Varsity Girls Head Coach	\$3,000
Varsity Girls Reserve Coach	\$1,500
Track	
Head Coach	\$5,775
Assistant Coach - Sprinting Coach	\$2,100
Assistant Coach - Distance Coach	\$2,100
Assistant Coach - Throwing Coach	\$1,820
Assistant Coach - Jumping Coach	\$1,820
Soccer	
Varsity Boys Head Coach	\$5,100
Junior Varsity Boys Coach	\$2,100
Boys Assistant Coach	\$1,983
Varsity Girls Head Coach	\$5,100
Junior Varsity Girls Coach	\$2,100

Girls Assistant Coach	\$1,983
Softball	
Varsity Head Coach	\$8,100
Varsity Assistant Coach	\$4,602
Reserve Head Coach	\$3,696
Freshman Head Coach	\$2,753
Strength and Conditioning	
Strength and Conditioning Supervisors	\$2,500
Swimming	
Varsity Head Coach	\$5,775
Varsity Boys Assistant Coach	\$2,100
Varsity Girls Assistant Coach	\$2,100
Varsity Diving Coach	\$2,100
Volleyball	
Varsity Girls Head Coach	\$5,100
Varsity Girls Assistant Coach	\$2,100
Reserve Girls Head Coach	\$1,965
Freshman Girls Head Coach	\$1,720
Wrestling	
Varsity Boys Head Coach	\$5,100
Varsity boys Assistant Coach	\$2,100
Reserve Boys Head Coach	\$1,965
Academics	
Model UN	\$600
Super Bowl Coordinator	\$471
Super Bowl Social Studies	\$406
Super Bowl Math	\$406
Super Bowl Science	\$406
Super Bowl English	\$406
Super Bowl Fine Arts	\$406
Spell Bowl Coordinator	\$590
Spell Bowl Coach	\$406

Department Coordinators	
Art	\$395
Business	\$395
English	\$395
Family & Consumer Science	\$395
Foreign Language	\$395
Guidance	\$395
Industrial Technology	\$395
Math	\$395
Music	\$395
Physical Education	\$395
Science	\$395
Social Studies	\$395
Special Education	\$395
RTI Facilitator	\$630
Speech Varsity Coach	\$1,623
Speech Assistant Coach	\$1,180
Speech Assistant Coach	\$590
New Teacher Mentor	\$500
Dual-Credit Courses (per period)	\$500
Co-Curriculars	
Band Director	\$3,000
Band Assistant	\$2,500
Choir Director	\$3,000
Choir Assistant	\$2,500
Newspaper Sponsor	\$1,005
Yearbook Sponsor	\$1,213
Student Activities	
Link Crew Co-Sponsor	\$460
Link Crew Co-Sponsor	\$460
Prom Co-Sponsor	\$886
Prom Co-Sponsor	\$886
Play Director	\$3,000
Play Assistant	\$1,680
Student Council Co-Sponsor	\$886

Student Council Co-Sponsor	\$886
National Honor Society Co-Sponsor	\$160
National Honor Society Co-Sponsor	\$160
Musical Director	\$3,000
Musical Assistant Director	\$1,680
Robotics Head Coach	\$2,608
Robotics Assistant Coach	\$1,425
Robotics Reserve Coach	\$891
Sunshine Society Co-Sponsor	\$886
Sunshine Society Co-Sponsor	\$886
Class Sponsor - Coordinator	\$200
Class Sponsor - Grade 9	\$400
Class Sponsor - Grade 10	\$400
Class Sponsor - Grade 11	\$400
Class Sponsor - Grade 12	\$400
Spirit Club Sponsor	\$750
MIDDLE SCHOOL	
Position Titles	Annual Rate
Middle School Athletics	
Athletic Supervisor (per event)	\$75
Baseball	
Head Coach	\$1,180
Assistant Coach	\$945
Softball	
Head Coach	\$1,180
Assistant Coach	\$945
Basketball - Boys	
8th Grade Head Coach	\$1,654
8th Grade Assistant Coach	\$1,535
7th Grade Head Coach	\$1,595
7th Grade Assistant Coach	\$1,535
6th Grade Head Coach	\$977
6th Grade Assistant Coach	\$977

Basketball - Girls	
8th Grade Head Coach	\$1,654
8th Grade Assistant Coach	\$1,535
7th Grade Head Coach	\$1,595
7th Grade Assistant Coach	\$1,535
6th Grade Head Coach	\$977
6th Grade Assistant Coach	\$977
Cheerleading	
Head Coach	\$2,096
Dance	
Dance Coach	\$2,066
Cross Country	
Head Coach	\$1,063
Golf	
Head Coach	\$1,263
Football	
8th Grade Head Coach	\$2,008
8th Grade Assistant Coach	\$1,771
7th Grade Head Coach	\$2,008
7th Grade Assistant Coach	\$1,771
6th Grade Coach/Youth Program Coordinator	\$100
6th Grade Assistant Coach	\$750
Volleyball	
8th Grade Head Coach	\$1,535
8th Grade Assistant Coach	\$1,282
7th Grade Head Coach	\$1,532
7th Grade Assistant Coach	\$1,282
6th Grade Head Coach	\$916
6th Grade Assistant Coach	\$916
Soccer - Boys	
Head Coach	\$1,180

Assistant Coach	\$945
Soccer - Girls	
Head Coach	\$1,180
Assistant Coach	\$945
Tennis - Boys	
Head Coach	\$1,180
Tennis - Girls	
Head Coach	\$1,180
Track - Boys	
Head Coach	\$1,416
Assistant Coach	\$1,268
Track - Girls	
Head Coach	\$1,416
Assistant Coach	\$1,268
Swimming - Co-Ed	
Head Coach	\$1,416
Assistant Coach	\$1,282
Wrestling	
Head Coach	\$1,563
Assistant Coach	\$1,306
Assistant Coach	\$1,306
Academic Teams	
Coordinator	\$590
Social Studies Coach	\$406
Math Coach	\$406
English Coach	\$406
Science Coach	\$406
Spell Bowl Coach	\$406
Grade-Level Team Leaders	
6th Grade	\$650

6th Grade	\$650
6th Grade	\$650
7th Grade	\$650
7th Grade	\$650
7th Grade	\$650
8th Grade	\$650
8th Grade	\$650
8th Grade	\$650
Co-Curriculars	
Band Director	\$3,000
Band Assistant	\$2,500
Choir Director	\$3,000
CMS Yearbook	\$502
Yearbook Assistant	\$502
Student Activities	
A-Team Co-Sponsor	\$602
A-Team Co-Sponsor	\$602
Musical Director	\$1,500
Musical Assistant	\$825
Talent Show Sponsor	\$413
ELEMENTARY	
Position Titles	Annual Rate
Athletics	
Athletic Coordinator	\$750
Athletic Supervisor	\$750
Basketball - Boys	
5th Grade Team 1	\$977
5th Grade Team 2	\$977
5th Grade Team 3	\$977
5th Grade Team 4	\$977
Basketball - Girls	
5th Grade Team 1	\$977

5th Grade Team 2	\$977
5th Grade Team 3	\$977
5th Grade Team 4	\$977
Cross Country & Track	
Hoover Coach	\$500
Volleyball	
Team 1	\$840
Team 2	\$840
Team 3	\$840
Team 4	\$840
Academics	
RTI Hose Facilitator	\$630
RTI Nicholson Facilitator	\$630
Co-Curriculars	
Elementary Band	\$893
Elementary Choir	\$893
Outdoor Education Supervisor	\$600
Circle the State Sponsor	\$458
Student Activities	
Art Club Sponsor	\$893
Robotic Coach	\$200
Student Council Nicholson Co-Sponsor	\$744
Student Council Nicholson Co-Sponsor	\$744
Student Council Hoover Co-Sponsor	\$886
Student Council Hoover Co-Sponsor	\$886
Nicholson Yearbook	\$206
Hoover Yearbook	\$500
Second Step Program Ambassador	\$744
CORPORATION	
Corporation	
Curriculum Leads	\$500

Lead Teacher - Willson	\$2,000
Supervisor - Willson	\$750
After-School Detention	\$30/hr
Building-Level Leadership Team	\$1,300

