

Contract

Between

The Board of School Trustees
Of the
South Montgomery Community School Corporation

and

The South Montgomery Community Education
Association

2023-2024

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2023-2024

CONTRACT

BETWEEN

THE BOARD OF TRUSTEES
OF THE
SOUTH MONTGOMERY COMMUNITY SCHOOL CORPORATION

AND

THE SOUTH MONTGOMERY COMMUNITY EDUCATION ASSOCIATION

THIS CONTRACT, EFFECTIVE THIS 13th DAY OF NOVEMBER 2023, BY AND BETWEEN THE BOARD OF TRUSTEES OF THE SOUTH MONTGOMERY COMMUNITY SCHOOL CORPORATION (BOARD), AND THE SOUTH MONTGOMERY COMMUNITY EDUCATION ASSOCIATION, AN AFFILIATE OF THE INDIANA STATE TEACHERS ASSOCIATION, AND THE NATIONAL EDUCATION ASSOCIATION (ASSOCIATION).

WITNESSETH:

WHEREAS: The Board and the Association recognize and declare that providing quality education for the children of the South Montgomery Community School Corporation is their mutual aim and

WHEREAS: The Board and its designated representatives have met with representatives of the Association and entered into extended deliberate negotiations concerning wages, hours and wage related fringe benefits, it is hereby agreed as follows:

ARTICLE I
RECOGNITION, DEFINITIONS, SCOPE & LIMITATIONS

Section 1.1. Recognition & Rights

- 1.1.1 RECOGNITION OF EXCLUSIVE REPRESENTATION: The Board hereby recognizes the South Montgomery Community Education Association as the exclusive representative of all teachers in the School Corporation.
- 1.1.2 NONDISCRIMINATION: The Association agrees to keep its membership open to all teachers in the School Corporation regardless of race, creed, sex, color, or national origin.

Section 1.2 Definitions

- 1.2.1. ASSOCIATION: The term “Association” means the South Montgomery Community Education Association.
- 1.2.2 BOARD: The term “Board” means the Board of Trustees of the South Montgomery Community School Corporation.
- 1.2.3 DAY: Unless otherwise specified, the term “day” means a school day.
- 1.2.4 EMERGENCY: The term “emergency”, when used in this Contract, means a condition or situation which could not have been anticipated under normal circumstances.
- 1.2.5 GENDER: When references are made to male teachers in this Contract, it also includes female teachers.
- 1.2.6 IMMEDIATE FAMILY: The term “immediate family” includes father, mother, brother, sister, husband, wife, child, father-in-law, mother-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandparents, grandchildren, or a person who has been living as a life-long member of the household of the teacher.
- 1.2.7 SCHOOL CORPORATION: The term “School Corporation” means the South Montgomery Community School Corporation.
- 1.2.8 TEACHER: The term “teacher”, when used in this contract, means all employees who have a regular or temporary teacher’s contract with the School Corporation and who are professional persons whose primary responsibility is the instruction of students, except the superintendent, assistant superintendent, principals, assistant principals, athletic directors, Director of Operations, and Director of Student Services, Middle School Dean of Students, speech/language pathologists, mental health coaches, and substitute teachers.

Section 1.3 Limitations & Scope of Contract

- 1.3.1 **EFFECT ON CONTRACT:** The agreements in this Contract shall supersede any rules, regulations, or practices of the Board which are contrary to or inconsistent with the terms recorded herein.
- 1.3.2 **TEACHER CONTRACTS:** Any individual contract between the Board and an individual teacher shall be consistent with the terms and conditions of this Contract. If an individual contract made subsequent to this Contract contains any language inconsistent with this Contract, this Contract shall prevail.
- 1.3.3 **SEVERABILITY:** If any provisions of this Contract or any application of this Contract to any employee or group of employees is held to be contrary to law by a legislative, administrative agency or court of competent jurisdiction, then such provisions or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications of this Contract shall continue in full force and effect.
- 1.3.4 **COLLECTIVE BARGAINING RIGHTS:** The Board hereby agrees that every teacher as defined elsewhere in this Contract shall have the right to freely organize, join and support a teacher's organization for the purpose of engaging in legally authorized negotiations with the Board. The Board further agrees that it shall not directly or indirectly discourage, deprive, or coerce any teacher in the enjoyment of any rights conferred by this Contract, laws of Indiana, or the Constitutions of Indiana and the United States; that it shall not discriminate against any teacher with respect to hours, wages or terms and conditions of employment by reason of his membership in a teacher's organization, his participation in any legal activities of a teacher's organization, or his institution of any grievance, complaint, or proceeding under this Contract.
- 1.3.5 **TEACHER RIGHTS:** Nothing contained herein shall be construed to deny or restrict any teacher's rights s/he may have under the Indiana General School Laws or other applicable laws and regulations.

ARTICLE II
ASSOCIATION AND TEACHER'S RIGHTS

Section 2.1 Payroll Deductions: The following payroll deductions are available to teachers:

2.1.1 **Additional Deductions:** The following voluntary deductions may also be authorized by teachers:

- | | |
|--------------------------|----------------------------|
| a. Teacher's Retirement | e. Insurance |
| b. Tax Sheltered Annuity | f. Savings Bonds |
| c. Credit Union | g. PAC deductions |
| d. United Fund | h. Supplemental Insurances |

ARTICLE III
TEACHER DAYS

(Any mention of days in this Article are for informational purposes only. This term was not a subject of bargaining)

The teacher contract is for 183 days.

ARTICLE IV
LEAVES OF ABSENCE

Section 4.1 Sick Leave

4.1.1 **BASE SICK LEAVE:** All teachers shall be entitled to be absent from work with full pay for 10 days. No reason for the days must be given. A teacher shall not be absent the day immediately prior to a school holiday, nor immediately following a school holiday, unless approved by the superintendent for extremely extenuating circumstances. Additionally, a teacher is not allowed to be absent for more than three consecutive days without providing medical documentation for the absence. Any days not used during the school year shall be accrued for the next year until the teacher reaches the maximum of 120 absent days.

If a teacher has used all of the teacher's 10 days and has used all of the teacher's accrued absent days, the teacher may ask the superintendent for more days to be absent with full pay for extremely extenuating circumstances. Additionally, a teacher that does not have any remaining absent days may apply to the Sick Bank to receive more absent days with full pay.

4.1.2 **EXTENDED CONTRACTS:** Teachers employed on extended contracts shall accumulate one sick leave day for each twenty (20) workdays, or portion thereof in excess of the normal 183-day work year. The reference to the 183-day work year was not bargained for as part of this agreement and cannot be bargained for pursuant to Indiana Code §§ 20-29-6-4 and 20-29-6-4.5, and the reference is provided for information only in order to describe extended contracts referred to in this subsection.

4.1.3 **ACCRUED LEAVE:** The total unused portion of the leave allowance shall be allowed to accumulate to no more than 120 days at the completion of any school year.

A. At the end of the school year, any days in excess of 120 days will be paid out to the teacher in a supplemental pay, at a rate of \$75.00 a day.

B. The supplemental pay will be made on the first payroll in July.

4.1.4 **TRANSFER OF LEAVE DAYS:** Beginning in the second year of employment with the School Corporation, three (3) days of accumulated and unused sick leave at previous school systems shall be transferred to and added to the teacher's annual sick leave each year until all unused sick leave from the previous employment has been exhausted, unless otherwise approved by the Superintendent.

Section 4.2 Staff Development Leave

Teachers may be granted up to five (5) days with pay for the purpose of visiting other schools or attending meetings or conferences of an educational nature. Requests must be submitted ten (10) days in advance on prescribed forms. Reasons for leave shall be given at the time the request is made. A follow-up report shall be filed after the leave is completed stating benefits gained.

Section 4.3 Court Leave

Court leaves with pay shall be granted to teachers for the time necessary to make appearance (s) in any court proceeding arising out of and in the course of the teacher's employment with the School Corporation.

Section 4.4 Jury Duty Leave

Members of the staff shall be excused for Jury Duty and a substitute teacher will be employed as a replacement, when necessary. Compensation for such absence per day will be the difference between their regular salary per day and the payment received per day for jury duty.

Section 4.5 Sabbatical Leave

4.5.1 APPLICATION FOR SABBATICAL LEAVE: Sabbatical leave may be requested by any professional staff member who has taught or served as an administrator in South Montgomery Community School Corporation for six or more consecutive years and who holds at least a master's degree. Such application shall include the plan for study which must be conducted on a full-time basis at an accredited institution of higher learning. Applications must be submitted to the Superintendent of Schools not later than April 15 of the school year preceding the school year for which leave is requested.

4.5.2 COMPENSATION WHILE ON SABBATICAL LEAVE: Staff members approved for such leave shall receive one-half of their scheduled salary for the period for which leave is granted. The amount shall be added to the contract salary for the school year following successful completion of the sabbatical leave program. (Distribution of salary shall be made equally during the first 8 pay periods of the new school year.) In the event the staff member does not choose to return to full-time service in the South Montgomery Community School Corporation upon expiration of the leave, the staff member automatically waives any claim for sabbatical leave salary and no pay will be granted for said leave.

4.5.3 IMPACT ON SALARY INCREMENT AND TENURE: Regular salary increment qualifications and tenure status of the staff member shall not be impaired for the period of Sabbatical leave. This means that a teacher returning from Sabbatical Leave will, for purposes of compensation for future collective bargaining agreements, be treated as if the teacher taught at the school during the Sabbatical leave period and will receive all increases in salary, including all increases earned through prior compensation plans. For purposes of this subsection, the experience, evaluation, and other eligibility requirements contained in the compensation plan do not render teachers returning from Sabbatical leave ineligible to receive the increases under the compensation plan provided for in Article 8.

4.5.4 LIMITATIONS: Approval for sabbatical leave shall be limited to 2 persons, during any one school year. It will be permissible for 2 teachers who teach in the same field and who are qualified for sabbatical leave to request 1 semester of leave for each teacher during the same school year.

4.5.5 APPROVAL OF APPLICATIONS: Applications will be recommended by the Superintendent of Schools and approved by the Board of Trustees only when, in their judgment, the professional competence of the staff member and the instructional program will be improved.

Section 4.6 Maternity and Adoption Leave

4.6.1 MATERNITY - Any teacher who is pregnant may continue in active employment as late into pregnancy as she desires, if she is able to fulfill the requirements of her position. Temporary disabilities caused by pregnancy shall be governed by the same provisions governing sickness and by the following:

4.6.1.1 ELIGIBILITY: Any teacher who is pregnant is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, if, except in a medical emergency, she notifies the Superintendent of the school corporation in which she teaches at least thirty (30) days before the date on which she desires to start her leave. She shall also notify the 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. In case of a medical emergency caused by pregnancy the teacher shall be granted a leave, as otherwise provided in this section, immediately upon her request and certification of the emergency from an attending physician.

4.6.1.2 NOTICE: It is requested that a teacher request to begin leave so that there will be a minimum of disruption to their class/classes and that the teacher request to return from leave so that there is also a minimum amount of disruption to their students.

(a)USE OF SICK LEAVE AND TEACHER RIGHTS: All or any portion of leave taken by a teacher because of a temporary disability caused by pregnancy may be charged at her discretion, to her available sick leave. After her available sick leave has been used, the teacher may be absent without pay, subject to the eligibility requirement contained in subsection 4.7.1.1 of this section. This leave may be taken without jeopardy to reemployment, retirement and salary benefits, tenure, and seniority rights.

4.6.2 ADOPTION

4.6.2.1 ELIGIBILITY: Leave for the adoption of a child shall begin upon delivery of the child to the adoptive parent or prior to receiving the child if legally necessary in order to fulfill the requirements for adoption. If possible, the teacher will notify the superintendent at least thirty (30) days prior to the date on which the teacher wishes to begin the leave. The teacher may be granted leave of an additional school year upon written request and must inform the superintendent before April 15 of his/her intent to return to the school corporation the following year.

4.6.2.1 USE OF SICK LEAVE AND TEACHER RIGHTS: All or any portion of leave taken by a teacher adopting a child may be charged at his/her discretion, to his/her available sick leave. After his/her available sick leave has been used, the teacher may be absent without pay. This leave may be taken without jeopardy to reemployment, retirement and salary benefits, tenure, and seniority rights.

Section 4.7 General Provisions Governing Leaves of Absence

4.7.1 A teacher returning from a leave of absence of more than 120 day shall be given a comparable position for which the teacher is properly licensed. A teacher returning from a leave of absence of 120 days or less shall be given his/her same position in the same school when he/she returns from leave.

Section 4.8 Bereavement & Pallbearer Leave

4.8.1 FAMILY BEREAVEMENT LEAVE: Each teacher shall be entitled to five (5) school days of absence for death in the immediate family. The first day is the day of death. These days are not to be charged against sick leave.

4.8.2 NON-FAMILY BEREAVEMENT LEAVE: Each teacher shall be granted one (1) day of leave in case of death of a person not in the

immediate family but a relative.

4.8.3 PALLBEARER LEAVE: Teachers asked to be pallbearers at any funeral shall be excused without loss of compensation for such duty.

Section 4.9 FMLA: The South Montgomery Community School Corporation will comply with the Family and Medical Leave Act of 1993, which provides for unpaid leave to eligible teachers for qualifying conditions, and includes the following provisions:

- A. The employee must work 1,250 hours during the 12 months prior to the start of the leave;
- B. The employee must have worked for the employer for 12 months;
- C. The employee must use all accrued leave time concurrently with FMLA leave time;
- D. Employees seeking to use FMLA leave are required to provide 30 days advance notice when the need is foreseeable and such notice is practicable. If leave is foreseeable less than 30 days in advance the employee must provide notice as soon as practicable, generally the same or next business day. When the need for leave is not foreseeable, the employee must provide notice to the employer as soon as practicable under the facts and circumstances of the particular case.; and
- E. Employees must provide sufficient information for an employer to reasonably determine if FMLA will apply to the leave request depending on the situation, such information may include that the employee is incapacitated due to pregnancy, hospitalized overnight, is unable to perform the functions of their job, and/or employee or employee's family member is under the continuing care of a health care provider.

Qualifying Conditions for FMLA leave

- A. For the birth of a son or daughter and to bond with a newborn child;
- B. For the placement of employee with a child of foster care and to bond with that child;
- C. To care for an immediate family member (spouse, child, or parent, but not a parent-in-law) with a serious health condition;
- D. To take medical leave when the employee is unable to work due to a serious health condition;
- E. For qualifying exigencies arising out of the fact that an employee's spouse, son, daughter, or parent is on covered active duty or called to covered active-duty status as a member of the national guard, reserves, or regular armed forces.

Section 4.10 Personal Injury Leave

Teachers suffering personal injury while acting within the scope of their employment shall sustain no loss in salary by reason of their absence resulting from such injury to the extent hereinafter set out. Teachers shall be granted five (5) days of personal injury leave with pay before having to use accumulated sick leave days. An additional twenty-five (25) days of personal injury leave with pay may be granted after accumulated sick leave days have been used. Nothing in this section shall prevent a teacher from collecting workmen's compensation;

however, to the extent that such compensation is payable to the teacher, that teacher's contract salary during the period of disability will be reduced.

Section 4.11 Leave During Summer Employment

Teachers on summer employment shall be eligible to use all leaves in Articles IV and V on the same basis as is used during the regular school year.

ARTICLE V
SICK LEAVE BANK

Section 5.1 Purpose

The purpose of the sick leave bank is to relieve teachers and administrators from undue financial burdens due to absence from work on a long-term basis due to illness, injury, or incapacitation sufficiently severe that it would make their presence in school inadvisable.

Section 5.2 Structure

5.2.1 **PROCEDURE:** The sick leave bank shall have a minimum number of days equal to two (2) times the number of teachers and administrators participating. There shall be an annual "enrollment" period for new hires to join the sick leave bank from the beginning of school until September 30 of each school year. Teachers and administrators donating a day or days shall be considered members of the sick leave bank and shall remain members in good standing until a general re-enrollment is held. In the event that the bank falls below sixty (60) days the employees must donate additional days to remain in good standing. Said "open-membership" event shall be for thirty (30) days and may occur at any time the bank falls below the sixty (60) day balance. New teachers shall be provided with a Sick Leave Bank Enrollment Form which must be filled out and retained by the school corporation noting whether the teacher donated a day or chose not to do so. When an "open enrollment" event is held where all teachers must donate a day to remain a member of the bank in good standing, each teacher shall fill out a Sick Leave Bank Enrollment Form indicating whether the individual teacher chooses to donate a day or not. Said form shall be retained by the Corporation until a subsequent enrollment is held.

5.2.2 **NEW TEACHERS AND ADMINISTRATORS:** New teachers and administrators shall have the opportunity to voluntarily contribute one (1) day each, per year, beginning the first year of their employment.

Section 5.3 Administration

Supervision of the bank shall be administered by a committee comprised of the following members:

- a. Four (4) teachers, none being from the building of the individual concerned, appointed by the president of the South Montgomery Education Association.
- b. Two (2) school board members appointed by the school board president.
- c. One principal, not from the building of the individual concerned,

appointed by the Superintendent of Schools.

Section 5.4 Superintendent

- 5.4.1 **INCAPACITY OF SUPERINTENDENT:** In the event the superintendent is incapacitated, his position on this committee will be filled by the president of the school board, and his powers of appointment will then be invested in the board president. Upon his recovery, the superintendent will resume his position on the committee.
- 5.4.2 **THE VOTES:** In case of a tie vote on a teacher's or administrator's request for use of the sick leave bank, such request shall be automatically denied. Any vote being taken shall be by secret ballot.
- 5.4.3 **OFFICERS:** The entire membership of the committee shall select one (1) of their members to act as chair and one (1) to act as secretary for the duration of the year.
- 5.4.4 **MEETINGS:** The committee will meet as needed.
- 5.4.5 **QUORUM:** A majority of members will be required for official action of the committee.
- 5.4.6 **GENERAL RULES:** The sick leave bank committee may grant, deny, or suspend grants of sick days from the bank. Their judgment or decision shall be final. Any grants shall be retroactive, except in hospitalization, nursing home or similar confinement, in which case the committee may grant days in advance when supported by appropriate medical evidence. Each applicant automatically consents to submit to medical examination and/or review of his medical history, if it is deemed necessary by the sick leave bank committee.

Section 5.5 Usage

Application for days to be used from the sick leave bank will be as follows:

- 5.5.1 **EXHAUSTION OF ACCUMULATED SICK AND PERSONAL DAYS:** All sick leave and personal leave days previously accumulated by the individual must be exhausted.
- 5.5.2 **APPLICATIONS:** Applications shall be made in writing to the chair of the sick leave bank committee and must be accompanied by a signed physician's statement describing the nature of the disability, treatment being rendered, prognosis for a return to work.

5.5.2.1 MAXIMUM DAYS ALLOWED: The maximum number of days allowable under the initial request will be thirty (30) days.

5.5.2.2 ADDITIONAL REQUESTS; MAXIMUM: After this initial request, any person may apply for additional leave of up to an additional thirty (30) days during one school year.

5.5.3 AUTHORIZED REPRESENTATIVE: Application for grant may be made by the personal representative in cases where the individual staff member is unable to do so.

5.5.4 COMMENCEMENT: Days awarded shall begin immediately upon the exhaustion of all sick leave and personal leave days.

5.5.5 ELIGIBILITY: Only those who contribute to the sick leave bank may use it.

ARTICLE VI

SUPPLEMENTAL RETIREMENT PLAN

Retirement Compensation for Accrued Leave Days: This paragraph applies to all teachers. COMPENSATION: At retirement, if the retiring teacher has been employed as a teacher at South Montgomery Community School Corporation for 12 or more consecutive years, the South Montgomery Community School Corporation will pay \$50 in a stipend for each day of unused accumulated leave that the teacher has accrued. The maximum number of days that could be paid out to any one teacher at retirement is 130, for a total of \$6,500.

ARTICLE VII

EARLY RETIREMENT INCENTIVE PLAN

Section 7.1 ELIGIBILITY: This applies only to employees as of June 30, 2005. An employee must be no less than fifty-five years of age by July 1 of the year the employee applies for the ERIP. Furthermore, the employee must have nineteen years of teaching experience of which 12 years must be in the South Montgomery Community School Corporation. This applies only to employees as of June 30, 2005.

Section 7.2 FISCAL YEAR: The ERIP fiscal year shall be July 1 through June 30. The first year of an employee's participation in the ERIP shall begin July 1 following the last year of service to the South Montgomery Community School Corporation.

Section 7.3 APPLICATION DEADLINE: An employee electing to participate in the ERIP must notify South Montgomery Community School Corporation, in writing, no later than June 1 prior to the last year of service unless emergency conditions arise after this date and board approval has been granted.

Section 7.4 VEBA: The South Montgomery Community School Corporation agrees to establish a VEBA (voluntary employees' beneficiary association) trust account.

Section 7.5 DEPOSIT: The South Montgomery Community School Corporation agrees to deposit into a pooled VEBA trust account an amount equal to \$1,496,758 from the HEA 1120 bond proceeds.

Section 7.6 INDIVIDUAL ACCOUNTS: Once an eligible teacher retires after meeting all the requirements in this paragraph, they will be entitled to have an amount from the pooled VEBA account transferred into an individual VEBA account in their name. The amount shall be the present value of \$7,000 at 5% interest payable annually for each full year between their retirement date and their eligibility for Medicare coverage, but in no event more than 10 years. The requirements are:

- (1) Attainment of age 55,
- (2) Notification pursuant to 7.3 above,
- (3) Completion of requirements in 7.1 of this section, and
- (4) Satisfaction of one of the requirements in Article IX, Section 9.1.

Section 7.7 SUBMITTAL OF MEDICAL EXPENSES: The retiree may then submit qualified medical expenses to the VEBA for reimbursement from their individual VEBA account, so long as there is a balance in that account.

ARTICLE VIII
WAGES AND WAGE-RELATED BENEFITS

Section 8.1 SALARIES

8.1.1. **Salary Range:** The Salary Range for the 2023-2024 school year is \$49,000 - \$79,230.

8.1.2. **Eligibility for Salary Increases:** All teachers receiving an evaluation rating of either effective or highly effective during the 2022-2023 school year and employed by the School Corporation for at least 120 days during the 2022-2023 school year are eligible to receive an increase in base salary and, if applicable, an additional base salary increase for 2023-2024. Teachers who were on Sabbatical during the 2022-2023 school year and who did not receive an evaluation for the 2022-2023 school year are eligible for an increase in base salary and, if applicable, an additional base salary increase for 2023-2024 if the teacher received an evaluation rating of either effective or highly effective during the 2021-2022 school year and was employed by the School Corporation for at least 120 days during the 2021-2022 school year.

8.1.2.1 General Base Salary Increases: Teachers who satisfy the eligibility will receive a \$2,000 increase in their base pay above their base pay in the previous school year. Teachers returning from Sabbatical will receive a \$2,000 increase in their base pay over their 2021-22 base pay.

8.1.2.2 Additional Base Salary Increases for Meeting Academic Need: In addition to the General Base Salary Increase provided for in Subsection 8.1.2.1, returning teachers, whose 2023-24 base pay, after receiving the \$2,000 increase provided in Subsection 8.1.2.1, does not exceed \$49,000, will receive an additional base salary increase adjustment for meeting academic needs. This additional base salary increase for these teachers is shown in Appendix D and is the amount sufficient to make a returning teacher's new salary \$49,000 plus an amount which is equal to \$250 multiplied times the number of years the teacher has been a teacher for the School Corporation. The lowest new salary for a returning teacher with one (1) year of experience at the School Corporation will be \$49,250. The salary for 2023-2024 for a new teacher with no experience is \$49,000. Because of this adjustment (additional base pay), a returning teacher will have a higher salary than a new teacher, even if the new teacher has the same experience as the returning teacher. This additional base salary increase for meeting academic needs is a teacher retention catch-up. For purposes of this subsection, the phrase "meeting academic needs" is defined as the need to retain teachers important to the Corporation. With respect to the teacher retention catch-up adjustments, these adjustments are for teachers employed by the School Corporation during the prior school year, and the adjustments are made in comparison to the starting salaries of new teachers. The new placement schedule is shown in Appendix E.

8.1.2.3 The factors used to determine general base salary increases are:

1. Eighty percent (80%) is attributable to the teacher receiving an evaluation of either effective or highly effective during the 2022-2023 school year. For purposes of this agreement, the term “evaluation” means an evaluation conducted pursuant to Indiana Code 20-28-11.5; and
2. Twenty percent (20%) is attributable to years of experience. Teachers employed by the Corporation for at least 120 days during the 2022-2023 school year or earning one year of experience according to INPRS are eligible for this increase.

8.1.3. **Teachers Not Eligible for Salary Increases** Teachers rated ineffective or improvement necessary in the 2022-2023 school year are not eligible for the base salary increase or the additional base salary increase and the base salary of these teachers for 2022-2023 is their base salary for 2023-2024. Teachers returning from Sabbatical are not eligible for base salary increases and an additional base salary increase if the teacher received an evaluation rating of improvement necessary or ineffective in the 2021-2022 school year and the base salary of these teachers for 2021-2022 is their base salary for 2023-2024.

8.1.4. **Redistribution:** Based upon 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 ineffective or improvement necessary, those funds will be distributed to all eligible teachers in the form of a stipend.

8.1.5. **Newly Hired Teachers:** For newly hired teachers, compensation will be as shown in the New Hire Placement Schedule which is attached as Appendix D. Newly hired teachers will be placed on the placement schedule at the same level as other teachers in the corporation with the same experience (according to the Indiana Public Retirement System). If there is a range of levels for other teachers in the corporation with the same experience, then the new teacher is placed on the salary equivalent to the lowest salaried teacher with the same experience. If no teacher with the same experience exists, then the new teacher is placed at the level between the next level above and the next level below of teachers with the same experience on the placement schedule. If the Superintendent determines the position to be a high needs position or a difficult to fill position, they may place a new teacher at a higher placement schedule level other than teachers in the corporation with the same experience. The Superintendent must notify and discuss the placement with the Teachers Union President before offering the higher salary to the new teacher.

8.1.6. **Retired Teachers.** Retired teachers who are hired to fill a vacancy will receive the same base salary as other teachers in the Corporation with the same experience (according to the Indiana Public Retirement System) and degree, but the maximum

base salary for such retired teacher is \$54,000.

8.1.7 Tuition Reimbursement. Teachers may be eligible for tuition reimbursement up to a maximum of \$1,000 a school year if pursuing a content area master's degree that has been pre-approved by the Superintendent. To receive reimbursement for content area credit hours earned toward the pre-approved Master's degree, the teacher must sign an agreement that if he/she separates employment with the Corporation within 3 years of receiving the tuition reimbursement benefit, then the teacher will repay the full reimbursement amount back to the School Corporation. In addition, upon completing content area credit hours for which the reimbursement benefit is being sought, the teacher must provide his/her transcript to the Superintendent's Office confirming the content area credit hours have been completed, and thereafter the teacher will receive the reimbursement provided through this provision. This benefit will be limited to a maximum of 10 teachers each school year.

8.1.8 Dual Credit Stipend

Any teacher that teaches a Dual Credit course that requires a Content Area Master's Degree for students to receive the Dual Credit will receive a stipend of \$250 per section per semester or trimester.

- A. A teacher that has received the certification to teach Dual Credit classes from an accredited university but has not yet completed their Master's Degree will also qualify for this stipend as long as they are enrolled in classes to finish their content area Master's Degree.
- B. The stipend will be paid on the first payroll in July at the end of the school year.

8.1.9. Payroll Administration

8.1.9.1. REGULAR PAY DATES: Pay periods during the 2023-2024 school year will consist of 24 equal payments with the first beginning September 3, 2023. The pay dates will be on the 3rd and 18th of each month. If the 3rd or 18th fall on a Saturday pay checks will be issued the Friday before this date. If a pay date falls on a Sunday pay checks will be issued on Monday following the 3rd or the 18th.

8.1.9.2. TWENTY-PAY ELECTION: Teachers may elect to receive their pay spread over the first twenty (20) pays listed in Subsection 8.1.7.1.

8.1.9.3 PART-TIME TEACHERS: Salaries for part-time teachers shall be the appropriate salary amount multiplied by the percentage of a full work day (i.e., 6 hours) worked. e.g., one-half time teacher with a bachelor's degree and no experience.

8.1.7.4 **EXTRA-CURRICULAR PAY:** Teachers who perform extra-curricular services for the positions listed on Appendix A shall have the option of receiving their extra-curricular salary in one lump sum upon completion of the activity instead of having the salary included in the teacher's regular paycheck. A teacher choosing to exercise this option must notify the school corporation in writing no later than August 1 preceding the school year. Teachers who perform extracurricular services for the positions listed in Appendix B will be paid on the date or dates provided for in Appendix B.

8.1.7.5 **INSURANCE:** The insurance program is included as a salary reduction program if the teacher so desires to participate as per federal regulations.

8.1.7.6 **DEDUCTIONS:** Any time there is a change in the deductions from the paycheck an itemized list will be included with such paycheck listing all deductions.

8.1.7.7 **ANNUITY DEDUCTIONS:** Teachers will be given a two-week (14 day) period of time after a contract is settled to change payroll deduction amounts for annuities. The teacher should notify the Superintendent in writing.

8.1.10 **MEDICAL INSURANCE PREMIUM INCREASE** The Corporation during this 2023/2024 Master Contract will pay for all the increase in medical insurance premiums for 2023/2024 which are greater than the amount paid in 2022/2023 for the same plan, including but not limited to the amount of premium increase for teachers under the group medical insurance plans. The increase for 2023/2024 is 4 percent.

Section 8.2 DIRECT DEPOSIT OF PAYROLL

8.2.1 All teachers must use Direct Deposit for their paycheck.

8.2.2 Direct deposit dates shall be the same as the pay dates.

Section 8.3 EXTENDED CONTRACTS

(The below days are for informational purposes only and were not the subject of bargaining)

Extended contracts for 2023-2024.

Counselors–Jr./Sr.	High	195	Days
Vocational Agriculture		240	Days

ARTICLE IX INSURANCE

Section 9.1 Medical Insurance Plan and Options

South Montgomery Community School Corporation is a member of the WV/WCI School Trust with the Corporation contributing a minimum 80% of the least expensive single health insurance plan upon approval per the Trust current bylaws. Here are the Options and Costs available:

All qualifying employees who chose to participate in the insurance plan, must enroll during the first 30 days of hire, during open enrollment (August 15- September 15 typically each year), or a HIPPA qualifying event. The employee may choose to enroll in a Family Plan or a Single Plan. A family plan includes employee + spouse; employee + spouse + children; and employee + children. If you qualify for health insurance and do not wish to participate in the medical insurance the corporation will cover the cost of a dental and/or vision insurance plan for the employee and family for the employee cost of \$1 per year if enrollment requirements met.

The school corporation will cover the cost of a \$50,000 term life insurance policy with or without enrollment in the medical insurance if the employee meets all qualifications to enroll. If the employee does not complete the enrollment online during new hire enrollment, then additional steps will need to be taken to ask permission to enroll in the life insurance.

The employee also may voluntarily enroll in the Long-Term Disability (LTD) plan offered through the health insurance platform is this is waived at the time of new hire enrollment then the employee will no longer qualify for this benefit through WV/WCI Health Trust. The cost of LTD is determined by salary and will be a payroll deduction.

We offer three health insurance plans:
Plan #6, Plan #7, and Plan #8

Plan #6

Staff-

Single Plan: Employee Cost- \$120.80/pay Employer Cost- \$320.20/pay

Family Plan: Employee Cost- \$554.96/pay Employer Cost- \$412.04/pay

Both Staff-

Single Plan: Employee Cost- \$120.80/pay Employer Cost- \$302.20/pay

Family Plan: Employee Cost- \$509.46/pay Employer Cost- \$457.54/pay

Plan #7

Staff-

Single Plan: Employee Cost- \$67.80/pay Employer Cost- \$298.70/pay

Family Plan: Employee Cost- \$385.46/pay Employer Cost- \$398.04/pay

Both Staff-

Single Plan: Employee Cost- \$120.80/pay Employer Cost- \$298.40/pay

Family Plan: Employee Cost- \$339.96/pay Employer Cost- \$443.54/pay

Plan #8

Staff-

Single Plan: Employee Cost- \$205.80/pay Employer Cost- \$310.20/pay

Family Plan: Employee Cost- \$748.46/pay Employer Cost- \$427.54/pay

Both Staff-

Single Plan: Employee Cost- \$205.80/pay Employer Cost- \$310.20/pay

Family Plan: Employee Cost- \$702.96/pay Employer Cost- \$473.04/pay

ARTICLE X
TERM OF CONTRACT

The Board conducted a public hearing on collective bargaining, as required by Indiana Code §20-29-6-1(b) on September 11, 2023 and conducted a public hearing on the tentative agreement, as required by Indiana Code §20-29-6-19(a), on November 6, 2023. At these public hearings, neither Board members nor any other persons participated electronically.

This contract was approved by the Board on November 13, 2023 and ratified by the Association on October 27, 2023.

This contract shall be effective as of November 13, 2023 and shall continue in effect through June 30, 2024. This contract shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

Whenever any notice is required to be given either of the parties to this contract to the other party, either shall do so by registered letter at the following addresses:

If by the Association to
the Board, at

Daryl Hutson, President
6401 S. US 231
Crawfordsville, IN 47933

If by the Board to
the Association, at

Curtis McVay and Jaelyn Baxter
Southmont Jr-Sr High School
6425 U.S. 231 South
Crawfordsville, IN 47933

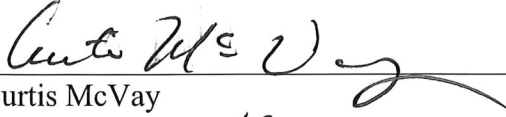
This contract is made and entered into at New Market, Indiana on this 13th day of November, 2023, by and between the Board of School Trustees of the South Montgomery Community School Corporation, County of Montgomery, State of Indiana, party of the first part heretofore referred to as the "Board", and the South Montgomery Community Education Association, affiliated with the Indiana State Teachers Association and the National Education Association, party of the second part, heretofore referred to as the "Association."

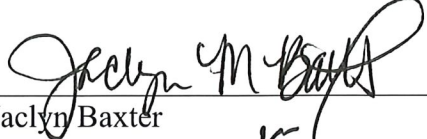
By signing this agreement, the undersigns also attest that The Board conducted a public hearing on collective bargaining, as required by Indiana Code 20-29-6-1(b), on September 11, 2023 and conducted a public hearing on the tentative agreement, as required by Indiana Code 20-29-6-19(a), on November 6, 2023. At these public hearings, neither Board members nor any other persons participated electronically.


(Signature Page Follows)

This contract is so attested to by the parties whose signatures appear below:

Signature of SMCEA Co-Presidents:


Curtis McVay
Date: November 15, 2023


Jaclyn Baxter
Date: November 15, 2023

Signature of Board of Trustees President: 
Daryl Hutson
Date: November 13, 2023

**APPENDIX A
NON-ATHLETIC EXTRA CURRICULAR
PAY**

(Any numbers in APPENDIX A outside of salary are for informational reasons only and were not the subject of collective bargaining)

POSITION	AMOUNT	PAYDATE
Co-Administrative Assistant @ Ladoga	\$250.00	6/18/2024
Co-Administrative Assistant @ Ladoga	\$250.00	6/18/2024
Administrative Assistant @ New Market	\$250.00	6/18/2024
Administrative Assistant @ New Market	\$250.00	6/18/2024
Administrative Assistant @ Walnut	\$500.00	6/18/2024
Student Council Sponsor - Ladoga	\$211.00	6/18/2024
Student Council Sponsor - New Market	\$211.00	6/18/2024
6th grade Class Sponsor	\$211.00	6/18/2024
7th grade Class Sponsor	\$211.00	6/18/2024
8th grade Class Sponsor	\$211.00	6/18/2024
Jr. High Co-Academic Coach	\$1,073.00	6/18/2024
Jr. High Co-Academic Coach	\$1,073.00	6/18/2024
Jr. High Art Club Sponsor	\$427.00	6/18/2024
Jr. High Athletic Director	\$6,689.00	paid in contract
Jr. High FCA Sponsor	\$427.00	6/18/2024
Jr. High FCCLA Sponsor	\$1,277.00	6/18/2024
Jr. High FFA Sponsor	\$825.00	6/18/2024
Jr. High FFA Sponsor	\$825.00	6/18/2024
Jr. High Honor Society Co-Sponsor	\$213.50	6/18/2024
Jr. High Honor Society Co-Sponsor	\$213.50	6/18/2024
Jr. High Royal Ambassadors Co-Sponsor	\$213.50	6/18/2024
Jr. High Royal Ambassadors Co-Sponsor	\$213.50	6/18/2024
Jr. High Team Leader	\$790.66	6/18/2024
Jr. High Team Leader	\$790.66	6/18/2024
Jr. High Team Leader	\$790.66	6/18/2024
Jr. High Yearbook Sponsor	\$1,277.00	6/18/2024
Jr. High Spring Play Director	\$1,250.00	6/18/2024
Sr. High 3D Innovations Club	\$211.00	6/18/2024
9th grade Class Sponsor	\$211.00	6/18/2024
10th grade Class Sponsor	\$211.00	6/18/2024
Junior Class Sponsor	\$825.00	6/18/2024
Senior Class Sponsor	\$645.00	6/18/2024
Sr. High Computer Science Club	\$211.00	6/18/2024
Sr. High Interact Club (Rotary)	\$105.50	6/18/2024
Sr. High Interact Club (Rotary)	\$105.50	6/18/2024
Sr. High Academic Co-Sponsor	\$1,073.00	6/18/2024

Sr. High Academic Co-Sponsor	\$1,073.00	6/18/2024
Sr. High Art Club Sponsor	\$645.00	6/18/2024
Sr. High BPA Co-Sponsor	\$213.50	6/18/2024
Sr. High BPA Co-Sponsor	\$213.50	6/18/2024
English Department Chair	\$1,049.00	6/18/2024
Fine Arts Department Chair	\$1,049.00	6/18/2024
Math Department Chair	\$1,049.00	6/18/2024
Science Department Chair	\$1,049.00	6/18/2024
Social Studies Department Chair	\$1,049.00	6/18/2024
Sp. Ed. Co-Department Chair	\$524.50	6/18/2024
Sp. Ed. Co-Department Chair	\$524.50	6/18/2024
Vocational/CTE Department Chair	\$1,049.00	6/18/2024
Grade 12 Sponsor	\$645.00	6/18/2024
Grade 11 Sponsor	\$825.00	6/18/2024
Grade 10 Sponsor	\$211.00	6/18/2024
Grade 9 Sponsor	\$211.00	6/18/2024
Sr. High FCA Sponsor	\$427.00	6/18/2024
Sr. High FCCLA Sponsor	\$1,277.00	6/18/2024
Sr. High FFA Sponsor	\$1,277.00	6/18/2024
Sr. High French Club Sponsor	\$211.00	6/18/2024
Sr. High Japanese Club Sponsor	\$211.00	6/18/2024
Sr. High Key Club Sponsor	\$211.00	6/18/2024
Sr. High National Honor Society Sponsor	\$427.00	6/18/2024
Sr. High Royal Ambassador Sponsor	\$427.00	6/18/2024
Sr. High SADD Sponsor	\$211.00	6/18/2024
Sr. High Science Club Sponsor	\$211.00	6/18/2024
Sr. High Spanish Club Co-Sponsor	\$105.50	6/18/2024
Sr. High Spanish Club Co-Sponsor	\$105.50	6/18/2024
Sr. High Spell Bowl Sponsor	\$211.00	6/18/2024
Sr. High Student Council Sponsor	\$825.00	6/18/2024
Sr. High Yearbook Sponsor	\$1,277.00	6/18/2024
Band Director	\$3,000.00	6/18/2024
Marching Band Director	\$3,500.00	6/18/2024
Choir Director	\$3,000.00	6/18/2024
SHOW CHOIR DIRECTOR	\$1,000.00	6/18/2024
Sr. High Spring Play Director	\$1,250.00	6/18/2024
Sr. High Spring Assistant Play Director	\$750.00	6/18/2024
Curriculum Work	\$20.00/hour	VARIES

APPENDIX B-1
Athletic Extra Curricular Pay - Fall Sports

(Any numbers in APPENDIX B outside of salary are for informational reasons only and were not the subject of collective bargaining)

POSITION	AMOUNT	PAYDATE
Varsity Football Coach	\$8,000.00	pd in contract
Varsity Assistant Football Coach	\$3,500.00	11/18/2023
Varsity Assistant Football Coach	\$3,500.00	11/18/2023
Varsity Assistant Football Coach	\$3,500.00	11/18/2023
Varsity Assistant Football Coach	\$3,500.00	11/18/2023
Varsity Assistant Football Coach	\$3,500.00	11/18/2023
7th grade Football Coach	\$2,500.00	11/18/2023
7th grade Assistant Football Coach	\$2,000.00	11/18/2023
8th grade Football Coach	\$2,500.00	11/18/2023
8th grade Assistant Football Coach	\$2,000.00	11/18/2023
6th grade Football Coach	\$2,500.00	11/18/2023
6th grade Assistant Football Coach	\$2,000.00	11/18/2023
Varsity Volleyball Coach	\$5,000.00	11/18/2023
Varsity Assistant Volleyball Coach	\$2,000.00	11/18/2023
JV Volleyball Coach	\$1,654.00	11/18/2023
Freshman Volleyball Coach	\$1,123.00	11/18/2023
6th grade Volleyball Coach	\$1,000.00	11/18/2023
7th grade Volleyball Coach	\$1,500.00	11/18/2023
8th grade Volleyball Coach	\$1,500.00	11/18/2023
Varsity Boys Soccer Coach	\$4,000.00	11/18/2023
Varsity Assistant Boys Soccer Coach	\$1,500.00	11/18/2023
Jr. High Boys Soccer Coach	\$1,500.00	11/18/2023
Varsity Girls Soccer Coach	\$4,000.00	11/18/2023
Varsity Assistant Girls Soccer Coach	\$1,500.00	11/18/2023
Jr. High Girls Soccer Coach	\$1,500.00	11/18/2023
Varsity Boys Tennis Coach	\$4,000.00	11/18/2023
Varsity Assistant Boys Tennis Coach	\$1,500.00	11/18/2023
Jr. High Boys Tennis Coach	\$1,500.00	11/18/2023
Jr. High Cheerleading Sponsor	\$750.00	11/18/2023
JV Cheerleading Sponsor	\$750.00	11/18/2023
Cheerleading Sponsor	\$1,500.00	11/18/2023
Varsity Cross Country Coach	\$3,000.00	11/18/2023
Varsity Assistant Cross-Country Coach	\$1,500.00	11/18/2023
Jr. High Cross-Country Coach	\$1,000.00	11/18/2023
Varsity Girls Golf Coach	\$3,000.00	11/18/2023
Varsity Assistant Girls Golf Coach	\$1,500.00	11/18/2023
Jr. High Girls Golf Coach	\$1,000.00	11/18/2023

Jr. High Play Director	\$1,250.00	11/18/2023
Jr. High Assistant Play Director	\$750.00	11/18/2023
Sr. High Play Director - Fall	\$1,250.00	11/18/2023
Sr. High Assistant Play Director - Fall	\$750.00	11/18/2023
Fall Weight Program	\$1,726.00	11/18/2023

APPENDIX B-2
Athletic Extra Curricular Pay - Winter Sports

POSITION	AMOUNT	PAYDATE
Varsity Boys Basketball Coach	\$8,000.00	3/18/2024
Varsity Assistant Boys Basketball Coach	\$3,500.00	3/18/2024
JV Boys Basketball Coach	\$3,000.00	3/18/2024
Freshman Boys Basketball Coach	\$2,000.00	3/18/2024
6th grade Boys Basketball Coach	\$2,000.00	3/18/2024
7th grade Boys Basketball Coach	\$2,000.00	3/18/2024
8th grade Boys Basketball Coach	\$2,000.00	3/18/2024
Varsity Girls Basketball Coach	\$8,000.00	3/18/2024
Varsity Assistant Girls Basketball Coach	\$3,250.00	3/18/2024
Varsity Assistant Girls Basketball Coach	\$3,250.00	3/18/2024
Freshman Girls Basketball Coach	\$2,000.00	3/18/2024
6th grade Girls Basketball Coach	\$2,000.00	3/18/2024
7th grade Girls Basketball Coach	\$2,000.00	3/18/2024
8th grade Girls Basketball Coach	\$2,000.00	3/18/2024
Varsity Boys Swimming Coach	\$2,639.00	3/18/2024
Varsity Girls Swimming Coach	\$2,639.00	3/18/2024
Varsity Co-Ed Swimming Coach	\$4,000.00	3/18/2024
Varsity Assistant Swimming Coach	\$1,500.00	3/18/2024
Varsity Co-Ed Diving Coach	\$1,500.00	3/18/2024
Jr. High Swimming Coach	\$1,500.00	3/18/2024
Jr. High Swimming Assistant Coach	\$1,200.00	3/18/2024
Varsity Gymnastics Coach	\$3,139.00	3/18/2024
Varsity Assistant Gymnastics Coach	\$1,334.00	3/18/2024
Varsity Wrestling Coach	\$5,000.00	3/18/2024
Varsity Assistant Wrestling Coach	\$2,000.00	3/18/2024
Varsity Assistant Wrestling Coach	\$2,000.00	3/18/2024
Jr. High Wrestling Coach	\$2,000.00	3/18/2024
Jr. High Assistant Wrestling Coach	\$1,100.00	3/18/2024
Jr. High Assistant Wrestling Coach	\$1,100.00	3/18/2024
Jr. High Cheerleader Sponsor	\$750.00	3/18/2024
JV Cheerleader Sponsor	\$750.00	3/18/2024
Cheerleading Sponsor	\$1,500.00	3/18/2024
Winter Weight Program	\$1,726.00	3/18/2024

APPENDIX B-3
Athletic Extra Curricular Pay - Spring Sports

POSITION	AMOUNT	PAYDATE
Varsity Baseball Coach	\$5,000.00	6/18/2024
Varsity Assistant Baseball Coach	\$2,000.00	6/18/2024
JV Baseball Coach	\$1,654.00	6/18/2024
Jr. High Baseball Coach	\$1,250.00	6/18/2024
Jr. High Baseball Coach	\$1,250.00	6/18/2024
Varsity Softball Coach	\$5,000.00	6/18/2024
Varsity Assistant Softball Coach	\$2,000.00	6/18/2024
JV Softball Coach	\$1,654.00	6/18/2024
JH Softball Coach	\$1,250.00	6/18/2024
JH Softball Coach - 2nd team	\$1,250.00	6/18/2024
Varsity Boys Track Coach	\$2,639.00	6/18/2024
Varsity Girls Track Coach	\$2,639.00	6/18/2024
Varsity Co-Ed Track Coach	\$4,000.00	6/18/2024
Varsity Assistant Boys & Girls Track Coach	\$1,125.00	6/18/2024
Varsity Assistant Boys & Girls Track Coach	\$1,125.00	6/18/2024
Varsity Assistant Boys & Girls Track Coach	\$1,125.00	6/18/2024
Varsity Assistant Boys & Girls Track Coach	\$1,125.00	6/18/2024
Jr. High Track Coach	\$1,500.00	6/18/2024
Jr. High Assistant Track Coach	\$1,053.00	6/18/2024
Jr. High Assistant Track Coach	\$1,053.00	6/18/2024
Varsity Girls Tennis Coach	\$4,000.00	6/18/2024
Varsity Assistant Girls Tennis Coach	\$1,500.00	6/18/2024
Jr. High Girls Tennis Coach	\$1,500.00	6/18/2024
Varsity Boys Golf Coach	\$3,000.00	6/18/2024
Varsity Assistant Boys Golf Coach	\$1,500.00	6/18/2024
Jr. High Golf Coach	\$1,000.00	6/18/2024

**APPENDIX
C
Medical
Insurance
Illustrations**

Staff	*Cost Per Pay
Plan #6-Single	\$120.80
Plan #6-Family	\$554.96
Plan #7-Single	\$67.80
Plan #7-Family	\$385.46
Plan #8-Single	\$205.80
Plan #8-Family	\$748.46

Both Staff	*Cost Per Pay
Plan #6-Family	\$509.46
Plan #7-Family	\$339.96
Plan #8-Family	\$702.96

*These are based on 24 pays per year

Appendix D: Additional Salary Increases By Teacher

Teacher	SPN	Amount
1	10470778	\$700.00
2	15775755	5,450.00
3	17390354	1,949.00
4	15963616	1,949.00
5	17267668	1,949.00
6	17426995	1,949.00
7	17393531	1,949.00
8	17345928	1,949.00
9	16597834	1,949.00
10	13881922	2,199.00
11	17390338	1,949.00
12	15318591	2,199.00
13	16567439	2,199.00
14	16658078	848.00
15	16232925	1,348.00
16	15293580	1,598.00
17	15142787	1,098.00
18	16265289	1,000.00
19	14675757	1,000.00

Appendix E: 2023-24 Placement Schedule

23/24 Placement Schedule	
A	\$49,000.00
B	\$49,250.00
C	\$49,500.00
D	\$49,705.00
E	\$49,750.00
F	\$50,000.00
G	\$50,250.00
H	\$51,705.00
I	\$51,907.00
J	\$53,008.00
K	\$53,907.00
L	\$54,109.00
M	\$55,008.00
N	\$55,210.00
O	\$56,109.00
P	\$57,210.00
Q	\$57,412.00
R	\$58,311.00
S	\$59,412.00
T	\$61,614.00
U	\$62,715.00
V	\$64,917.00
W	\$66,018.00
X	\$67,119.00
Y	\$68,220.00
Z	\$69,321.00
AA	\$69,523.00
BB	\$70,422.00
CC	\$70,624.00
DD	\$75,199.00
EE	\$77,230.00
FF	\$78,129.00
GG	\$79,230.00