

ROSSVILLE CONSOLIDATED SCHOOL DISTRICT  
SCHOOL BOARD MEETING  
October 10, 2023

The School Board met on October 10, 2023, 6:00 p.m., at the Rossville Consolidated School Building – Flex Space. Members present were Joe Hufford, Nathan Root, Nathan McCullough, Julia Mink, and Jentry Pendleton. Also attending the meeting were Superintendent Dr. James Hanna, Kate Washburn, Stephanie Gochenour, Amy Bray, Suzann Terry, Phoebe Terry, Stephanie Rodkey, Amy Del Real, Christie Meek, David Meek, Tara Knop, Dak Knop, Stefanie Emens, JR Bray, Christie Smith, and Mandi Pennington.

After a Public Hearing was held on the 2023-2024 Master Contract, with no comment, Nathan McCullough entered a motion to approve the ratification of the 2023-2024 Master Contract. Julia Mink entered the second. The motion passed 5-0. (ATTACHMENT I)

There being no further business to come before the Board, upon proper motion and second the meeting was adjourned.

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President

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Vice President

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Secretary

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Member

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Member

MASTER CONTRACT  
BETWEEN  
THE BOARD OF EDUCATION  
of the  
ROSSVILLE CONSOLIDATED SCHOOL DISTRICT  
and  
THE ROSSVILLE CLASSROOM TEACHERS ASSOCIATION  
an affiliate of  
THE INDIANA STATE TEACHERS ASSOCIATION  
and  
THE NATIONAL EDUCATION ASSOCIATION  
2023-2024

This Agreement is entered into between the Board of Education of the Rossville Consolidated School District, Rossville, Indiana, hereafter called the “Board” and the Rossville Classroom Teachers Association, an affiliate of the Indiana State Teachers Association, and the National Education Association, hereafter called “Association.”

## 1. EXCLUSIVE REPRESENTATIVE

The bargaining unit of Rossville Classroom Teachers Association exclusive representative and Rossville Consolidated School District school employer is the following: All certificated employees except the Superintendent, the Principals, Assistant Principals, Deans, Directors, Instructional Assistants, Consultants, Psychologists, Blind/Low Vision Teachers, Deaf/Hard of Hearing Teachers, and Diagnostician. {For Informational Purposes Only: The bargaining unit description matches the IEERB Order, Case Number: Case No.: R-23-06-1180, so ordered on June 23, 2023.}

## 2. PROCEDURES/DEFINITIONS

- 2.1 Part-time Teacher - The Board may hire teachers on a part-time basis. Any teacher employed by the Board on less than a full-time basis (1 FTE) shall receive salary and leaves on a prorated basis in proportion to the percentage of one full-time equivalent (1 FTE) for which the teacher is employed.

Teachers must be contracted for a minimum of .66 FTE to be eligible for insurance benefits, including life, long-term disability, and health insurance. The Board's contribution toward the cost of the insurance programs for which part-time teachers are eligible shall be prorated to the percentage of one full-time equivalent (1 FTE) for which the part-time teacher is employed.

Example: A part-time teacher hired on a .75 FTE contract receives .75 of the salary compensation amount and a Board contribution toward insurance plans of .75 of the amount the Board provides to a full-time (1 FTE) teacher. A part-time teacher hired on a .50 FTE contract would receive .50 of the salary compensation amount, and the Board would not contribute toward the insurance plan because the part-time teacher would not be eligible.

- 2.2 Deductions for a teacher's daily absence not covered by leave provisions shall be prorated based on the number of contract days.
- 2.3 The term "days" means calendar days unless otherwise specified.

## 3. FRINGE BENEFITS

### 3.1 INSURANCE

Health, Life, and Group Income Protection coverage will begin on September 1 of each calendar year and remain in effect for each teacher who completes his/her contract through the Collective Bargaining Agreement (CBA) term and the statutory status quo period. New employees will be insured at the beginning of the first day of the month following employment. In cases wherein a teacher resigns during the school year, his/her insurance will be terminated at the end of the month in which employment was severed.

### 3.1.1 HEALTH INSURANCE

For the 2023-2024 school year only, the Board's contribution to the cost of teacher health insurance premiums shall continue unchanged from the 2023 contributions through December 31, 2023; beginning January 1, 2024, the Board's contribution to the cost of teacher health insurance premiums shall be a maximum of \$7,000 for single plans and \$13,500 for family plans, prorated based upon the number of pay periods remaining in the contract. As an example, on January 1, 2024, if 16 pay periods for the 2023-2024 school year for which a deduction is made for insurance remain, the Board's maximum contribution for health insurance for the period of January 2023 through the end of the contract term shall be 16/24ths (2/3rds) of \$7,000 and \$13,500 contribution levels as provided in this section, or approximately \$4,620 for single plans and \$9,000 for family plans for the period beginning January 1, 2024, through the Collective Bargaining Agreement (CBA) term and the statutory status quo period. All teacher participants shall pay not less than one dollar per year for the health insurance coverage they elect.

### 3.1.2 LIFE INSURANCE

The Board will provide a \$50,000.00 term life insurance policy with an additional \$50,000.00 accidental death and dismemberment provision for each teacher. The Board's share of the cost of this policy will be 100% less \$1.00.

### 3.1.3 GROUP INCOME PROTECTION PLAN

The Board will provide a group income protection plan for all teachers in case of a qualifying disability. The group income protection plan requires a (90) ninety-day waiting period and a qualifying condition and shall provide no less than 66% of income. The Board's share of the cost of this plan will be 100% less \$1.00.

## 3.2. SECTION 125

The benefits provided to teachers by Section 125 of the Revenue Act of 1978, both Generation I and Generation II, shall be available. In addition, any start-up cost and annual fee (if charged) will be paid by the school district, and the monthly administrative fee will be paid by participating teachers.

## 3.3. 403(B) PLANS

The Board shall provide each teacher with the opportunity to participate in a voluntary tax-sheltered 403(b) program, subject to Internal Revenue Service regulations. Except for changes required by the IRS or other regulatory entity, changes to the plan document or the adoption agreement shall be made only upon the recommendation of a committee comprised of three (3) members appointed by the Board and three (3) teachers appointed by the Association; all members of the committee must be current plan participants.

### 3.4. EMPLOYMENT LEAVE

#### 3.4.1 PERSONAL LEAVE

3.4.1.1 Teachers shall be granted three (3) days of personal leave with pay per school year. This leave is to be used for matters which cannot be scheduled outside of regular school hours. Notifications of personal leave shall be made two (2) days prior to such leave except in cases of emergency. Teachers taking personal leave, except as described below, shall not be required to state a reason for the use of the leave. However, if the days requested are immediately before or after a vacation, the applicant shall state the reason for the request. Days immediately before or after vacation will not be approved unless there are special circumstances related to the request.

3.4.1.2 Personal leave shall not be considered as sick leave.

3.4.1.3 Personal leave days shall accumulate to six (6) days. Unused personal leave days beyond the accumulated six (6) shall accumulate as unused sick leave days.

#### 3.4.2 SICK LEAVE

3.4.2.1 Each teacher shall be credited with sick leave on a basis of ten (10) days during the first year of employment and seven (7) days for each subsequent year, plus the transfer of three (3) days from the previous place of employment at the beginning of the second year of employment and each year thereafter until those from the previous employer are all transferred.

3.4.2.2 No more than ten (10) sick days per year may be used for "family illness." A family is defined as a spouse, children, sister, brother, mother, father, or individual who assumes the role of the above.

3.4.2.3 Unused sick leave will accumulate to a maximum of 90 days. A teacher hired prior to July 1, 2018, that has accumulated greater than 90 days of sick leave as of July 1, 2018, may accumulate sick leave to a maximum of 210 days. A teacher may not utilize sick leave after 90 consecutive days of absence without applying for long-term disability. When a teacher begins receiving long-term disability payments, the teacher is not eligible to be paid for sick leave days while receiving disability payments.

### 3.4.3 SICK LEAVE BANK

#### 3.4.3.1 ELIGIBILITY

In order for an individual to be eligible to participate in the Sick Leave Bank, the individual must be a bargaining unit member and contribute one (1) sick leave day to the sick leave bank account by August 20 of the school year for the year of participation. Any bargaining unit member who does not contribute prior to August 20 of the current school year will not be eligible to utilize the Sick Leave Bank.

#### 3.4.3.2 PURPOSE

The purpose of the Sick Leave Bank is to relieve qualified individuals from undue financial burdens due to absence from work on a long-term basis due to personal illness, serious illness in the immediate family within the limits of the contract terms, or incapacitation sufficiently severe that it would make their presence in school inadvisable.

#### 3.4.3.3 RULES AND REGULATIONS

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

Rules and regulations governing the use of Sick Leave Bank days shall be in writing. The Association shall provide a copy of such rules and regulations to any eligible participant upon request and shall provide a copy to the Superintendent or designee. The Association shall advise the Superintendent of any changes to such rules and regulations in writing.

#### 3.4.3.4 ENROLLMENT

Each qualified individual may voluntarily contribute one (1) sick leave day to the Sick Leave Bank. These contributions must be submitted in writing (either physically or electronically) by August 20 of the current school year to the Association President or designee. Once a qualified individual contributes to the Sick Leave Bank, the individual is eligible to participate. Qualified individuals who do not contribute prior to August 20 of the current school year will be ineligible to withdraw from the Sick Leave Bank.

#### 3.4.3.5 ACCUMULATED DAYS

Contributed days, which accumulate from school year to school year, may not exceed a maximum of 300 days.

#### 3.4.3.6 PROCESS

Any participating member who has only three (3) sick days or less remaining may apply for the use of Sick Leave Bank days. Applications for such withdrawals must be made in writing to the Sick Leave Bank Committee or the Association President and shall be accompanied by medical documentation describing the nature of the disability. The application may be made by a personal representative of the applicant when the member is unable to do so themselves. The Sick Leave Bank Committee may grant the use of up to thirty (30) Sick Leave Bank days. In hardship cases, a member may apply for additional days following the initial thirty (30) days after the teacher has depleted their own personal sick leave days. Sick Leave Bank days may be used consecutively or intermittently for the same qualifying event.

#### 3.4.3.7 PROCEDURES

The Sick Leave Bank Committee shall be comprised of a Sick Leave Bank Chair and a representative from each building. The Sick Leave Bank Committee shall review all requests for the use of Sick Leave Bank days. The Committee shall grant, deny, or suspend requests to withdraw sick days from the Sick Leave Bank. The decision of the Committee is final and is not subject to Grievance Procedure or appeal to the School Board.

#### 3.4.3.8 CERTIFICATION OF DAYS USED

The Sick Leave Bank Committee shall certify in writing (either physically or electronically) prior to using said leave to the Superintendent or designee of any person granted the use of Sick Leave Bank days. Further, the Committee shall notify the Superintendent or designee of the specific dates that these benefits will begin and cease. Benefits to any individual shall cease if the available days in the Sick Leave Bank become exhausted.

#### 3.4.3.9 STATEMENT OF USE

The Sick Leave Bank Committee Chair shall provide to the Superintendent or designee a monthly statement indicating the number of Sick Leave Bank days used, by whom, and the balance of days remaining according to the Association records.

#### 3.4.3.10 HOLD HARMLESS

As to this section, the Association agrees to hold the Corporation harmless against any action of law, in equity, or before administrative or enforcement agencies of competent jurisdiction in which the Corporation, its officers, administrators, or Board is made a party should such actions involve questions concerning the propriety of rules or regulations issued hereunder by the Association, the administration of such Sick Leave Bank, and/or the making of payments by the Corporation at the direction of the Association which payments are found to be improper by state administrative agencies of competent jurisdiction or state officials similarly empowered, and specifically the following: that in the event of such action aforementioned in this section, the Association agrees to provide a defense to the Corporation by providing counsel of the Association's choosing to defend the Corporation in such action, and the Association agrees to pay the entire legal costs of such representation and of any money judgement against the Corporation which might result from such action.

#### 3.4.4 BEREAVEMENT LEAVE

3.4.4.1 In case of a death in the immediate family, the teacher shall be entitled to be absent from work without loss of compensation for a period of not more than five (5) contract days. The immediate family shall include spouse, children, mother, father, sister, brother, corresponding step-relatives, corresponding in-laws, or any other member of family unit living in the same household.

3.4.4.2 In case of death of grandparents, grandchildren, aunt, uncle, niece, nephew, or cousin, the teacher shall be entitled to be absent from work without loss of compensation for a period of not more than two (2) days.

#### 3.4.5 ADOPTIVE LEAVE

The Board may grant the transfer of up to thirty (30) days of a teacher's accumulated sick leave for adoptive leave.

#### 3.4.6 TEMPORARY DISABILITY LEAVE OF ABSENCE

A temporary disability leave of absence shall be granted to teachers of this school corporation on the following basis:

3.4.6.1 This provision shall apply to leave in all cases where a teacher is unable to teach because of a disability substantial in nature or duration, including major surgery, pregnancy, childbirth, illness, or injury.



3.4.6.2 A teacher may elect to utilize his/her accumulated sick leave during his/her period of temporary physical certification of physical disability, which is submitted to the Office of the Superintendent for any said temporary disability absence of more than ten (10) consecutive days. While on leave, sick leave days will be paid only for the number of assigned duty days the teacher is absent which occur during the current contract term, for which a physician certifies said teacher to be physically disabled, limited to the extent of the number of sick days accumulated by the teacher at the time said leave commences. A teacher shall not be required to use accrued paid leave during a leave taken pursuant to the FMLA. If the leave of absence qualifies as a leave under the FMLA, the teacher will be given the option to use accumulated paid sick leave for the leave.

3.4.6.3 In all cases, the school employer reserves the right to require an examination by a physician mutually agreed to by the Board and the teacher to determine the teacher's fitness (1) to continue performing the full schedule of the duties and responsibilities of his/her position and assignments, and/or (2) to return to employment and resume the full performance of the duties and responsibilities to which he/she may be assigned. The cost of such an examination shall be borne by the school employer.

3.4.6.4 If an injury or illness qualifies for workers' compensation coverage, the seven (7) day waiting period for workers' compensation will not be charged against the teacher's sick leave under section 3.4.2., and the Board shall compensate the teacher for any days not covered by workers' compensation insurance. The teacher shall provide the superintendent with evidence of all workers' compensation payments received. If the Board compensates a teacher who is also paid by workers' compensation insurance for the same days, the teacher shall reimburse the Board for any double payment received due to the workers' compensation payments.

### 3.4.7 JUDICIAL LEAVE

Time lost by a teacher for appearances before a judicial body or legal authority due to involvement because of a teacher's work or position shall result in no loss of wages or reduction in accumulated leave. This provision shall not apply to any person bringing legal action against the Rossville Consolidated School District.

#### 4. COMPENSATION

- 4.1 The Board of Education shall employ new teachers and their base salary shall be determined as set forth in Appendix A, which is attached to and incorporated in this Agreement. The Board will also pay the teacher's portion of the appropriate ISTRF contribution.
- 4.2 The salary range for returning eligible full-time teachers at the beginning of the 2023-2024 school year is outlined in Appendix B-I {Beginning 2023-2024 School Year - Base Salary Prior to Compensation Award}.
- 4.3 The salary range for eligible full-time teachers after the 2023-2024 increase is awarded is outlined in Appendix B-II {2023-2024 School Year - Base Salary After Increase Awarded}.
- 4.4 The Compensation Plan outlines the funds to be distributed to eligible teachers for the 2023-2024 school year (Appendix C).
- 4.5 Teachers shall be paid for extracurricular appointments as provided in Appendix D. The Board will also pay the teacher's portion of the appropriate ISTRF contribution.
- 4.6 A teacher's participation in the Corporation's sponsored detention or similar types of programs, as determined by the administration, shall be paid at the rate of twenty dollars (\$20.00) per hour for each hour worked and prorated for every quarter hour thereafter.
- 4.7 The Board shall determine the amount of any payment and the extra duties beyond the regular contracted duties to be performed in connection with special teacher assignments for which the funding source is a grant or similar source.
- 4.8 Teachers who retire from the school district and submit their retirement letter to the superintendent by May 1, 2024, shall receive a \$500 stipend payment paid at the final June payroll payment. Retirees who fail to submit their resignation by May 1, 2024, will forfeit any additional compensation.

## 5. PROFESSIONAL GRIEVANCE PROCEDURE

- 5.1 A claim by a teacher or the Association that there has been a violation of any provision of this Agreement may be processed as a grievance as hereinafter provided. The grievant may terminate the grievance at any time.
- 5.2 "Day" in this section is defined as a school day during the school term and as a weekday (excluding Saturday and Sunday) during the summer.
- 5.3 In the event that a teacher believes there is a basis for a grievance, he/she shall first discuss the alleged grievance with his/her building principal or immediate supervisor, either personally or accompanied by his/her association representative. The teacher must request a conference to discuss the grievance within ten (10) days of the violation or within ten (10) days of the discovery thereof.
- 5.4 If, as a result of the discussion with the building principal or immediate supervisor, a grievance still exists, he/she may, within ten (10) days of such discussion, file a written grievance through the Association on the form set forth in Appendix E signed by the grievant and a representative of the Association. A copy of the grievance form shall be delivered to the principal. If the grievance involves more than one (1) school building, it may be filed with the superintendent or his appointed designee.
- 5.5 Within five (5) days of receipt of the grievance, the principal shall meet with the grievant and/or his/her association representative in an effort to resolve the grievance. The principal shall indicate the disposition of the grievance in writing within five (5) days of such meeting and shall furnish a copy thereof to the Association. Any resolution to the grievance shall be consistent with the terms of this Agreement.
- 5.6 If the Association or grievant is not satisfied with the disposition of the grievance, or if no disposition has been made within five (5) days of such meeting or ten (10) days from the date of filing, whichever shall be later, the grievance shall be transmitted to the superintendent. Within seven (7) days, the superintendent or his/her designee shall meet with the grievant and/or his/her association representative on the grievance and shall indicate his/her disposition of the grievance in writing within five (5) days of such meeting and shall furnish a copy thereof to the Association.
- 5.7 If the Association or grievant is not satisfied with the disposition of the grievance by the superintendent or his/her designee, or if no disposition has been made within five (5) days of such meeting or ten (10) days from the date of filing, whichever shall be later, the grievance shall be transmitted to the Board by filing a written copy thereof with the secretary or other designee of the Board. The Board, no later than its next regular meeting or within two (2) calendar weeks, whichever shall be later, shall meet with the grievant and/or Association representative on the grievance. Disposition of the grievance in writing by the Board shall be made no later than five (5) days thereafter. A copy of such disposition shall be furnished to the Association.

APPENDIX A  
NEW TEACHER BASE SALARY

Salary of New Teacher

1. Employees new to the district shall be offered a base salary based on prior years of service in education. The Board shall have the discretion to base new employees' salaries within the following ranges:
  - 0 - 4 years of service = \$44,000 - \$48,000
  - 5 - 9 years of service = \$46,000 - \$52,000
  - 10 - 14 years of service = \$48,000 - \$58,000
  - 15 or more years of service = \$50,000 - \$62,000
2. The Board shall have the discretion for the extended contract positions listed to establish additional compensation for additional service to the district within the following listed ranges:

Extended Contract Positions	Additional Compensation Range
Guidance Counselor	\$500 - \$5,000
Vocational Agriculture	\$1,000 – \$15,000

APPENDIX B- I				
{Beginning 2023-2024 School Year - Base Salary Prior to Compensation Award}				
Arnone, Kristin	64,150		Mackey, Katherine	43,000
Back, Stephen	46,020		Maish, Alisha	51,650
Barker, Leila	44,090		Maish, Robyn	54,380
Beard, Anne	46,290		McClure, Vince	60,000
Bennett, Valerie	43,000		McCoy, Natalie	44,750
Bogan, Angie	59,260		Miller, Chris	60,690
Brantley, Grace	43,000		Miller, Donetta	74,130
Britt, Megan	51,000		Miller, Faith	46,000
Brown, Abigail	46,020		Mills, Kelly	56,000
Buck, Jordan	50,000		Mink, Taylor	46,840
Burdick, Christopher	61,000		Mohler, Tammy	71,140
Conde, Sabrina	44,090		Morrison, Mason	57,040
Davis, Jesse #	51,120		Mullen, Paul	44,000
Dearinger, Shania	44,090		Need, Brittany #	49,600
Doke, Hannah	46,000		Newhouser, Jason	62,100
Dunn, Cory	57,730		North, Evan	44,090
Engels, Abigail	43,000		Oliver, Sheila	57,900
Etherington, Kyle	55,480		Ploughe, Beverly	72,500
Fink, Anna	43,000		Remaly-Hugo, Emma	44,090
Geheb, Carrie	61,040		Sallade, Bethany	43,000
Geheb, Chad	63,260		Schaefer, Christy	50,770
Goris, Amy	48,220		Shriver, Lexi	43,000
Haynes, Paul	48,360		Smith, Quentin	43,000
Heater, Emily	57,040		Stage, Kyle	56,000
Herman, Jessica	57,900		Stoyanoff, Michelle	62,000
Houser, Michele	63,190		Swan, Randi	66,960
Howell, Denisha	46,020		Thomas, Natalie	43,000
Huffer, Royce	48,220		Tonsoni, Brent	43,000
Johnson, Haley	43,000		Washburn, Kate	52,910
Kanaby, Natalie *	19,360		Wenzel, Brian	51,080
Knox, Ashley	48,220		Williams, Stephanie	47,000
Landis, Christopher	52,000		Wilson, Joel	53,760
Loveless, Brenda	65,400		Zink, Kim	48,220
# Denotes Extended Contract			* Denotes Part-time Contract	
# Teachers with Extended Contract		Base Salary	Extended Contract Wage	Total
Davis, Jesse		51,120	15,000	66,120
Need, Brittany		49,600	7,000	56,600
The extended contract information is included for informational purposes only. The number of days, which teachers received extended contracts, or how the days will be used have not been bargained.				

APPENDIX B-II				
{2023-2024 School Year - Base Salary After Increase Awarded}				
Amone, Kristin	66,075		Mackey, Katherine	44,000
Back, Stephen	47,405		Maish, Alisha	53,200
Barker, Leila	45,415		Maish, Robyn	56,015
Beard, Anne	47,680		McClure, Vince	61,800
Bennett, Valerie	44,000		McCoy, Natalie	44,750
Bogan, Angie	61,040		Miller, Chris	62,515
Brantley, Grace	44,000		Miller, Donetta	76,355
Britt, Megan	52,530		Miller, Faith	47,380
Brown, Abigail	47,405		Mills, Kelly	57,680
Buck, Jordan	51,500		Mink, Taylor	48,250
Burdick, Christopher	61,000		Mohler, Tammy	73,275
Conde, Sabrina	45,415		Morrison, Mason	58,755
Davis, Jesse #	52,655		Mullen, Paul	46,000
Dearinger, Shania	45,415		Need, Brittany #	51,090
Doke, Hannah	46,000		Newhouser, Jason	63,965
Dunn, Cory	59,465		North, Evan	44,090
Engels, Abigail	44,000		Oliver, Sheila	59,640
Etherington, Kyle	57,145		Ploughe, Beverly	74,675
Fink, Anna	44,290		Remaly-Hugo, Emma	45,415
Geheb, Carrie	62,875		Sallade, Bethany	44,000
Geheb, Chad	65,160		Schaefer, Christy	52,295
Goris, Amy	49,670		Shriver, Lexi	44,000
Haynes, Paul	49,815		Smith, Quentin	44,000
Heater, Emily	58,755		Stage, Kyle	56,000
Herman, Jessica	59,640		Stoyanoff, Michelle	62,000
Houser, Michele	65,090		Swan, Randi	68,970
Howell, Denisha	47,405		Thomas, Natalie	44,290
Huffer, Royce	49,670		Tonsoni, Brent	44,000
Johnson, Haley	44,000		Washburn, Kate	54,500
Kanaby, Natalie *	19,945		Wenzel, Brian	52,615
Knox, Ashley	49,670		Williams, Stephanie	48,410
Landis, Christopher	52,000		Wilson, Joel	55,375
Loveless, Brenda	67,365		Zink, Kim	49,670
# Denotes Extended Contract			* Denotes Part-time Contract	
# Teachers with Extended Contract		Base Salary	Extended Contract Wage	Total
Davis, Jesse		52,655	15,000	67,655
Need, Brittany		51,090	7,000	58,090
The extended contract information is included for informational purposes only. The number of days, which teachers received extended contracts, or how the days will be used have not been bargained.				

## APPENDIX C

### Compensation Plan

#### **1. Salary Range**

- 1.1.** At the beginning of the 2023-2024 school year, the salary range of returning eligible full-time teachers was between \$43,000 and \$74,130. This does not include the current year increases or TRF contributions. (Appendix B-I Beginning 2023-2024 School Year - Base Salary Prior to Compensation Award).
- 1.2.** After the increase is awarded through the compensation plan, the salary range for eligible full-time teachers will be between \$44,000 and \$76,355, in compliance with I.C. § 20-28-9-26. This does not include TRF contributions. (Appendix B-II – 2023-2024 School Year - Base Salary After Increase Awarded).

#### **2. Minimum Salary**

- 2.1.** No full-time classroom teacher, one that instructs students at least 50% of the workday, is earning less than forty-four thousand dollars (\$44,000).

#### **3. Base Salary Increases**

##### **3.1. General Eligibility**

- 3.1.1.** To be eligible for a salary increase, a teacher must not have been rated ineffective or improvement necessary in the prior year. A teacher who receives a rating of ineffective or improvement necessary remains at the prior year's salary.

##### **3.2. Factors and Definitions**

###### **3.2.1. Year of Experience**

Year of Experience is defined as a teacher who has been employed as a part-time contracted teacher for 60 days or a full-time contracted teacher for at least 120 days in the prior school year.

###### **3.2.2 Evaluation**

Evaluation is defined as a teacher who has received a highly effective or effective evaluation for the prior year.

###### **3.2.3 Academic Needs**

The academic need is defined as the need to retain current teachers based on salary. The academic need factor is a teacher retention catch-up.

**3.3 Distribution** - Distribution is defined as the amounts to be added to the teacher's base salary.

**3.3.1 Returning Teachers**

For the 2023-2024 school year, the Board and the RCTA negotiated a three percent (3%) increase to the teacher's base salary, rounded up to the nearest five dollars (\$5), for teachers that satisfied the years of experience and evaluation factors. The compensation distribution for teachers will be added to each teacher's current base salary and does not include any extended contracts or additional compensation.

**3.3.2 Academic Needs: Teacher Retention Catch-up Salary Increases**

For the 2023-2024 school year, the lowest salary for full-time teachers in the 0-4 years of service category shall be \$44,000. If after the teacher receives the three percent (3%) increase described in 3.3.1, any full-time teacher with a base salary less than \$44,000 salary will be increased to \$44,000. This salary is in the best interest of students' academic needs and as a way to allow teachers currently employed by the school corporation to receive a salary adjustment comparable to new teachers hired within the 0-4 year experience range.

For the 2023-2024 school year, the lowest salary for full-time teachers in the 5-9 years of service category shall be \$46,000. If after the teacher receives the three percent (3%) increase described in 3.3.1, any full-time teacher with a base salary less than \$46,000 salary will be increased to \$46,000. This salary is in the best interest of students' academic needs and as a way to allow teachers currently employed by the school corporation to receive a salary adjustment comparable to new teachers hired within the 5-9 year experience range.

For the 2023-2024 school year, the lowest salary for full-time teachers in the 10-14 years of service category shall be \$48,000. If after the teacher receives the three percent (3%) increase described in 3.3.1, any full-time teacher with a base salary less than \$48,000 salary will be increased to \$48,000. This salary is in the best interest of students' academic needs and as a way to allow teachers currently employed by the school corporation to receive a salary adjustment comparable to new teachers hired within the 10-14 year experience range.



For the 2023-2024 school year, the lowest salary for full-time teachers in the 15 or more years of service category shall be \$50,000. If after the teacher receives the three percent (3%) increase described in 3.3.1, any full-time teacher with a base salary less than \$50,000 salary will be increased to \$50,000. This salary is in the best interest of students' academic needs and as a way to allow teachers currently employed by the school corporation to receive a salary adjustment comparable to new teachers hired within the 15 or more years of service range.

### **3.3.3 New Hires**

For new teachers hired to the district prior to the current contract's formal bargaining period, the base salary will be adjusted to align with the base salary as determined in Appendix A. All full-time teachers, including new hires, will have a minimum base salary of not less than \$44,000.

- 3.4 Redistribution** – There were no returning teachers rated ineffective or improvement necessary, and therefore, no redistribution is necessary.

<b>APPENDIX D</b>	<b>Multiplier Base</b>	<b>44,000</b>
<b><i>EXTRA-CURRICULAR CLUBS &amp; ACTIVITIES SCHEDULE - 2023-2024</i></b>	<b><i>Multiplier</i></b>	<b><i>Stipend</i></b>
ADDITIONAL SUPERVISION	\$12.00 PER HOUR	
ART CLUB	0.015	660
AUDITORIUM - ASSISTANT	0.060	2640
AUDITORIUM - THEATRE PRODUCTIONS	0.120	5280
AUDITORIUM - SUPERVISOR	0.120	5280
CHEERLEADER SPONSOR - VARSITY 9-12	0.040	1760
CHEERLEADER SPONSOR - VARSITY ASSISTANT 9-12	0.015	660
CHEERLEADER SPONSOR - GRADE 8	0.015	660
CHEERLEADER SPONSOR - GRADE 7	0.015	660
CHEERLEADER SPONSOR - GRADE 6	0.015	660
CHEERLEADER SPONSOR - GRADE 5	0.015	660
CLASS SPONSORS - GRADE 12 (2 Positions at Same Multiplier)	0.040	1760
CLASS SPONSOR - GRADE 11	0.040	1760
CLASS SPONSOR - GRADE 10	0.020	880
CLASS SPONSOR - GRADE 9	0.020	880
CLASS SPONSOR - GRADE 8	0.015	660
CLASS SPONSOR - GRADE 7	0.015	660
CLASS SPONSOR - GRADE 6	0.015	660
DANCE TEAM 9-12	0.030	1320
DEPARTMENT CHAIRPERSON (8 Positions for Middle/Senior High School at Same Multiplier)	0.015	660
ESPORTS	0.040	1760
FCA SPONSOR 9-12	0.015	660
FFA SPONSORS (3 Positions at Same Multiplier)	0.040	1760
HORNET LITTLE HOOSIERS	0.015	660
INSTRUMENTAL MUSIC 6-12	0.110	4840
MATH CLUB 6-12	0.015	660
MATH TEAM K-5	0.015	660
NATIONAL HONOR SOCIETY 9-12	0.030	1320
ROBOTICS (2 Positions at Same Multiplier)	0.015	660
SPANISH CLUB	0.015	660
SPEECH TEAM	0.060	2640
SPEECH TEAM - ASSISTANT	0.040	1760
SPELL BOWL K-5	0.015	660
STING SPONSOR	0.025	1100
STUDENT COUNCIL 9-12	0.025	1100
STUDENT COUNCIL 6-8	0.025	1100
STUDENT COUNCIL K-5	0.025	1100
VOCAL MUSIC K-5	0.060	2640
VOCAL MUSIC 6-8	0.030	1320
VOCAL MUSIC 9-12	0.110	4840
YEARBOOK 6-12	0.075	3300
YEARBOOK K-5	0.020	880
*Any information in the ECA schedule beyond name and wage were not bargained and is only for informational purposes.		

<b>APPENDIX D</b>	<b>Multiplier Base</b>	<b>44,000</b>
<b><i>EXTRA-CURRICULAR ATHLETICS SCHEDULE - 2023-2024</i></b>	<b><i>Multiplier</i></b>	<b><i>Stipend</i></b>
BASEBALL - VARSITY	0.09	3960
BASEBALL - VARSITY ASSISTANT	0.035	1540
BASEBALL - JUNIOR VARSITY	0.03	1320
BASKETBALL - BOYS' VARSITY	0.24	10560
BASKETBALL - BOYS' VARSITY ASSISTANT	0.045	1980
BASKETBALL - BOYS' JUNIOR VARSITY	0.1	4400
BASKETBALL - BOYS' GRADE 9	0.06	2640
BASKETBALL - BOYS' GRADE 8	0.04	1760
BASKETBALL - BOYS' GRADE 7	0.04	1760
BASKETBALL - BOYS' GRADE 6	0.025	1100
BASKETBALL - BOYS' GRADE 5	0.025	1100
BASKETBALL - GIRLS' VARSITY	0.24	10560
BASKETBALL - GIRLS' VARSITY ASSISTANT	0.045	1980
BASKETBALL - GIRLS' JUNIOR VARSITY	0.1	4400
BASKETBALL - GIRLS' GRADE 8	0.04	1760
BASKETBALL - GIRLS' GRADE 7	0.04	1760
BASKETBALL - GIRLS' GRADE 6	0.025	1100
BASKETBALL - GIRLS' GRADE 5	0.025	1100
CROSS COUNTRY - GRADE 9-12	0.08	3520
CROSS COUNTRY - GRADE 5-8	0.02	880
GOLF - BOYS	0.055	2420
GOLF - GIRLS	0.055	2420
SOCCER - BOYS' VARSITY	0.06	2640
SOCCER - BOYS' ASSISTANT	0.03	1320
SOCCER - GIRLS' VARSITY	0.06	2640
SOCCER - GIRLS' ASSISTANT	0.03	1320
SOFTBALL - VARSITY	0.09	3960
SOFTBALL - ASSISTANT	0.035	1540
SOFTBALL - JUNIOR VARSITY	0.03	1320
TENNIS - BOYS' VARSITY	0.06	2640
TENNIS - GIRLS' VARSITY	0.06	2640
TRACK - CO-ED HEAD	0.085	3740
TRACK - CO-ED VARSITY ASSISTANT	0.03	1320
TRACK - CO-ED VARSITY ASSISTANT	0.03	1320
TRACK - CO-ED MS COACH 5-8 (3 Positions at Same Multiplier)	0.025	1100
VOLLEYBALL - VARSITY	0.09	3960
VOLLEYBALL - ASSISTANT	0.04	1760
VOLLEYBALL - JUNIOR VARSITY	0.03	1320
VOLLEYBALL GRADE 8	0.03	1320
VOLLEYBALL GRADE 7	0.03	1320
VOLLEYBALL GRADE 6	0.015	660
VOLLEYBALL GRADE 5	0.015	660
WRESTLING - VARSITY	0.09	3960
WRESTLING - ASSISTANT	0.04	1760
WRESTLING - HEAD MS COACH 5-8	0.04	1760
WRESTLING - ASSISTANT MS COACH 5-8	0.025	1100
*Any information in the ECA schedule beyond name and wage were not bargained and is only for informational purposes.		

APPENDIX E  
Grievance Form - Page 1 of 2  
Rossville Consolidated School District

Grievant: \_\_\_\_\_ Grievance Number: \_\_\_\_\_

Date of \_\_\_\_\_ Alleged Violation or \_\_\_\_\_ Discovery Thereof: \_\_\_\_\_

Party or Parties being Grievied: \_\_\_\_\_

Building: \_\_\_\_\_ Assignment: \_\_\_\_\_

Provision of Contract Alleged to be Violated: \_\_\_\_\_

Alleged Violation: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Grievant Signature: \_\_\_\_\_ Date Signed: \_\_\_\_\_

Date of Initial Discussion with Immediate Supervisor: \_\_\_\_\_

Date Written Grievance Filed with Immediate Supervisor: \_\_\_\_\_

Immediate Supervisor's Disposition: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Supervisor's Signature: \_\_\_\_\_ Date of Meeting with Grievant: \_\_\_\_\_

***Distribution of Grievance Form: 1. Grievant 2. Association 3. Immediate Supervisor 4. Superintendent***

APPENDIX E  
Grievance Form - Page 2 of 2  
Rossville Consolidated School District

Date Grievance Transmitted to Superintendent: \_\_\_\_\_

Date of Meeting between Grievant and Superintendent: \_\_\_\_\_

Superintendent's Disposition: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Superintendent's Signature: \_\_\_\_\_ Date Disposition Transmitted to Grievant: \_\_\_\_\_

Date Grievance Transmitted to Board: \_\_\_\_\_

Date and Time of Meeting between Grievant and Board: \_\_\_\_\_

Board's Disposition: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Board Secretary's Signature: \_\_\_\_\_ Date Disposition Transmitted to Grievant: \_\_\_\_\_

<b><i>Distribution of Grievance Form: 1. Grievant 2. Association 3. Immediate Supervisor 4. Superintendent</i></b>
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## **SUPREMACY CLAUSE**

This contract supersedes and cancels all previous agreements, whether verbal or written, between the school corporation and the Association.

## **SEVERABILITY OR SAVINGS CLAUSE**

If any article or section of this contract shall be held invalid by operation of law or by any tribunal of competent jurisdiction, the remainder of this contract shall not be affected.

## **EFFECTIVE DATE AND DURATION OF AGREEMENT**

The term of this Collective Bargaining Agreement shall be from July 1, 2023, through June 30, 2024.

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on September 5, 2023, and electronic participation from parties and/or the public was not permitted; and
2. A public meeting in compliance with I.C. § 20-29-6-19 was held on [REDACTED], to discuss the tentative Agreement and electronic participation from the governing body and/or public was not permitted.
3. A public ratification meeting in compliance with I.C. § 20-29-6-19 was held on [REDACTED] to ratify the collective bargaining agreement, and electronic participation from the governing body and/or public was not permitted.

Signed:

\_\_\_\_\_  
President  
Rossville Classroom Teachers Association

\_\_\_\_\_  
Superintendent of Schools  
Rossville Consolidated School District

\_\_\_\_\_  
Chairperson of Negotiating Committee  
Rossville Classroom Teachers Association

\_\_\_\_\_  
Board of Education President  
Rossville Consolidated School District

Tentative Agreement:

September 25, 2023

Ratified by,  
Rossville Classroom Teachers Association: \_\_\_\_\_

Ratified by,  
Rossville Consolidated School District: \_\_\_\_\_