

COLLECTIVE BARGAINING CONTRACT 2023-2024

- BETWEEN -

CASTON SCHOOL CORPORATION

AND

CASTON CLASSROOM TEACHERS ASSOCIATION



The Master Contract entered into by and between the Board of School Trustees of the Caston School Corporation of Cass and Fulton Counties, State of Indiana, hereinafter referred to as the "School Corporation" and Caston Classroom Teachers Association, hereinafter referred to as the "Association", agree that the provisions contained in this Master Contract are the full and complete items as agreed to under the provisions of IC 20-29-6, The effective dates of the terms of this contract are retroactive from July 1, 2023 through June 30,2024.

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ARTICLE I – RECOGNITION

- A. The School Corporation hereby recognizes the Association as the exclusive bargaining representative for all certificated professional personnel, with assigned classroom duties, whether under contract, on leave, or on a per diem, hourly or class rate basis. Such representation shall cover all certificated personnel assigned to newly created positions. Such representation shall exclude administrators at building and central office levels, and the athletic director.
- B. The term “teacher” when used hereinafter in the Contract shall refer to all certificated professional personnel represented by the Association in the bargaining unit as defined.

ARTICLE II – PROFESSIONAL GRIEVANCE PROCEDURE

A claim by a teacher(s) and/or the exclusive representative that there has been a violation, misinterpretation, or misapplication of any provision of this Contract, may be processed as a grievance as hereinafter provided.

- A. In the event that a teacher believes there is a basis for a grievance, he/she shall first personally discuss the alleged grievance within ten (10) working days of the alleged grievance with his/her principal or immediate supervisor.
- B. If, as a result of the informal discussion with the principal or immediate supervisor, a grievance still exists, he/she may invoke the formal grievance procedure within five (5) working days subsequent to the informal response of the principal or immediate supervisor. The form shall be available from the principal or immediate supervisor. The original copy of the grievance form shall be delivered to the principal.
- C. Within five (5) working days of receipt of the grievance, the principal shall indicate his/her disposition of the grievance in writing.
- D. If the grievant is not satisfied with the disposition of the grievance, or if no disposition has been made within five (5) working days, the original grievance shall be transmitted within five (5) working days to the Superintendent. The Superintendent or his/her designee shall indicate his/her disposition of the grievance in writing within five (5) working days.
- E. If the 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) working days, the original grievance may be submitted within five (5) working days to the Board. The Board at the earliest opportunity may schedule a hearing with the grievant and/or the CCTA President to review the grievance. The Board

may opt to waive its prerogative of conducting a hearing. If the Board does opt to conduct a hearing, a disposition shall be returned in writing within five (5) working days.

- F. The time limits provided in this Article shall be strictly observed but may be extended by a written contract between the parties.
- G. Notwithstanding the expiration of this Contract, any claim or grievance arising there under may be processed through the grievance procedure through resolution.
- H. All documents, communication, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

ARTICLE III – ASSOCIATION AND EMPLOYEE RIGHTS

- A. The Board hereby agrees that every teacher of the School Corporation shall have the right freely to organize, join and support the Association for the purpose of engaging in bargaining for mutual aid and protection. 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 the Contract, laws of Indiana, or the Constitution 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/her membership in the Association, his/her participation in any activities of the Association, or collective bargaining with the Board, or his/her institution of any grievance, complaint, or proceeding under this Contract or otherwise with respect to any terms or conditions of employment.
- B. Nothing contained herein shall be construed to deny or restrict any teacher rights he/she may have under Indiana statues or other applicable laws and regulations.
- C. The rights and privileges of the teachers' organization and its representatives as set forth in the Article shall be granted only to the Association as the exclusive representative of teachers.
- D. The School Corporation agrees to furnish the Association, on request, a copy of corporation reports that are public record.
- E. The provisions of this Contract shall be applied without regard to race, creed, religion, color, national origin, age, sex, or marital status.

- F. All the terms and conditions of employment covered by this contract shall be applied in conformity with the provisions of this Contract and also in accordance with all applicable laws.
- G. All certificated persons employed by the School Corporation, including those filling newly created positions, that have been determined to be included in the bargaining unit shall be subject to the terms of this contract.
- H. Should any part of this Contract be determined to be illegal by any court of competent jurisdiction that part shall be deleted, but the remaining provisions shall remain in effect.
- I. Any individual contract between the School Corporation and any individual teacher shall be expressly subject to the terms and conditions of this Contract or successor Contracts.
- J. This item was not bargained and is for informational purposes only. Upon request, a teacher shall be given immediate access to the content of his/her teacher personnel file in the Superintendent's Office under the following conditions:
 - 1. Only the Superintendent or his/her designee may provide the file.
 - 2. The Superintendent or his/her designee must be present as the teacher reviews his/her file.
 - 3. The file cannot be removed from the office.
 - 4. Copies will be made for the teacher once per year.

ARTICLE IV – TEACHER WORK YEAR

- A. **Travel Difficulties:** In the event of an absence resulting from travel difficulties between a teacher's local place of residence and his/her place of employment, the Superintendent shall approve the use of a personal business day if the travel difficulties arise from floods or storms, and if the teacher has made every reasonable effort to get to his/her place of employment. In the event that the teacher has exhausted approved personal business leave, a personal or family illness day may be utilized to compensate for the absence from duty.
- B. **Additional Student Days:** It is agreed that additional days may be added to the current school year through action by Indiana State government. If this should occur, the teacher shall receive the daily rate based on his/her present position on the salary schedule times the number of days added, up to twenty (20) days during the time of this contract. It is further agreed by both parties to work out a fair and workable understanding should more time be required to meet student instructional time requirements established by the State of Indiana

ARTICLE V – PROFESSIONAL COMPENSATION

A. Salary Range

The range of base salaries for 2022-23 was \$40,000-\$67,000. The range for 2023-24 after increases will be \$41,000-\$74,000.

Daily rates shall be calculated by taking the base salary and dividing it by the number of days contracted. Hourly rates shall be calculated by taking the daily rate and dividing it by the hours contracted – for a full-time teacher this shall be 7.66 hours daily.

B. New Hire Salaries

1. New teachers will be placed on the salary schedule based on their years of experience and education.
2. For difficult to fill positions, the Superintendent may offer a one time sign on bonus up to \$2,000 to secure the position following a discussion with the association president.

C. Base Salary Increases

1. Eligibility

Teachers receiving a rating of Needs Improvement or Ineffective will not receive an increase, except those who are eligible per IC 20-28-9-1.5(g) and will remain at their current salary.

2. Factors and Definitions

- a. Evaluation: Evaluation rating means a highly effective or effective evaluation rating for the prior year, or any evaluation rating if the teacher is in the first two years of instructing students.
- b. Academic Needs:– The need to retain current teachers with a salary at or below the new teacher salaries as indicated on the salary schedule, by increasing these teachers' salaries up the amount new hires are receiving.

3. Distribution:

- a. Teachers who satisfy the evaluation factor will transition to the new salary schedule in the same row and column as the prior year. This transition results in a \$1000 increase.
- b. After receiving the increase for evaluation, teachers who satisfy the academic needs factor will move to the level that matches years of experience and to the column that reflects their education attainment, to place current teachers commensurate to newly hired teachers. The range of increase for academic needs will be \$0-\$9,000.

- c. Teachers will qualify for this increase based on the factors of experience, worth 25% of the increase, and evaluation, worth

75% of the increase. Experience will be worth 25% of the increase and defined as accruing a year of service per INPRS during the previous school year at Caston School Corporation. Evaluation will be worth 75% of the increase and is defined as having not received an evaluation rating of ineffective or needs improvement in the previous school year, except those who are eligible per IC 20-28-9-1.5(g).

- D. **Redistribution:** Any raise that would have gone to a teacher(s) rated Needs Improvement or Ineffective will be redistributed to qualifying teachers as a one-time stipend when applicable.
- E. Teachers new to the Caston School Corporation will be hired at a pay rate commensurate with Caston teachers at the same level of experience/education as determined by the Superintendent.
- F. Stipend for Teaching Dual Credit or AP Courses: The Employer will pay a yearly stipend in the amount of three hundred fifty dollars (\$350) per class taught to a teacher (appropriately certified or otherwise qualified) who is assigned to instruct Dual Credit or ACP classes. If the teacher is not fully credentialed they must show proof of progress towards certification or qualification. Completion of at least three (3) credit hours per school year in the applicable graduate course of study shall constitute sufficient proof of progress. (Any information beyond wages is included in this stipend provision for informational purposes only and was not bargained.)

Caston 2023-24				
Level (current teachers)	Years of Experience (new hires)	Bachelor's		Master's
A	0	41,000		43,000
B	1	42,000		44,000
C	2	43,000		45,000
D	3	44,000		46,000
E	4	45,000		47,000
F	5	46,000		48,000
G	6	47,000		49,000
H	7	48,000		50,000
I	8	49,000		51,000
J	9	50,000		52,000
K	10	51,000		53,000
L	11	52,000		54,000
M	12	53,000		55,000
N	13	54,000		56,000
O	14	55,000		57,000
P	15	56,000		58,000
Q	16	57,000		59,000
R	17	58,000		60,000
S	18	59,000		61,000
T	19	60,000		62,000
U	20	61,000		63,000
V	21	62,000		64,000
W	22	63,000		65,000
X	23	64,000		66,000
Y	24	65,000		67,000
Z	25	66,000		68,000
AA	26	67,000		69,000
BB	27	68,000		70,000
CC	28	69,000		71,000
DD	29	70,000		72,000
EE	30	71,000		73,000
FF	31	72,000		74,000

F. The “athletic,” “extra-curricular” and “co-curricular” salary schedules are set forth in Appendix B.

G. **Pay Dates:** Pay dates shall be in 24 equal installments and shall be deposited no later than the 10th and 25th of each month.

For athletic positions the pay dates shall be Fall Sports on October 25th, Winter Sports March 25th and Spring Sports shall be paid on May 25th. For other extra curricular and co-curricular programs, the pay dates shall be within 30 days of the end of the season or by May 25th, whichever comes first. Teachers must notify the corporation office in writing within 7 calendar days following the end of their season.

H. Retirement:

1. Retirement pay shall be granted to eligible teachers who, upon their retirement, accept the benefits of the Indiana State Teachers Retirement System. Retirement pay shall be granted to any teacher who completes ten (10) years of service in the Caston School Corporation immediately prior to retirement. To be considered a year of service to the corporation, the individual must have taught/been paid for at least 120 days in the contract year. The amount of retirement pay shall be computed at the rate of one and one-half (1½ %) percent times the average of the best five of the last eight years of the base contract salary of the individual teacher times the number of years the teacher has taught in the corporation. The maximum retirement pay shall not exceed \$27,500. School corporation will pay out sick days at retirement at \$50 per accumulated day in addition to the retirement pay.
2. The teacher must provide the Superintendent and the Board, with a retirement letter by April 10 of the year retiring. In the event a teacher is unable to give timely notice of retirement as required and is forced to retire as a result of ill health, accident, or other unforeseen events, then and in such event, the required notice of retirement may be waived by the Board on the recommendation of the Superintendent.
3. Payment will be directly deposited, less maximum of \$2,000 which is considered by law for TRF salary average, into the employee’s Post Retirement Account on July 1st of the year he/she is eligible for such benefit. The vendor shall be a mutually agreed upon vendor. Upon the demise of any employee eligible for retirement pay, said retirement pay to which such employee would have been entitled to receive had he/she survived, shall be paid directly in a lump sum, to the employee’s estate.
4. Teachers utilizing the Retirement benefit shall not be eligible for Severance pay provided elsewhere in the agreement.

I. Tax-Sheltered Annuities: School employees shall have the option of continuing to invest any personal 403(b) contributions in 403(b) plans in which they are already participating or in the plan provided through a mutually agreeable vendor.

J. Severance: If a teacher has taught in the Caston School Corporation the ten years immediately prior to severance, a benefit equal to forty-five dollars (\$45) per day of accumulated sick leave shall be deposited into the teachers' active retirement account. The deposit shall be made within thirty (30) days following severance. Teachers utilizing the Severance benefit shall not be eligible for Retirement plan provided elsewhere in this agreement.

K. Mileage: When a teacher is required to use his/her personal vehicle to carry out official business, the teacher shall be compensated at the I. R. S. rate per mile. Mileage is based on distances to and from the Caston Educational Center. Mileage will be reimbursed if the corporation vehicle is not available.

L. Authorization of Withholding: Upon appropriate written authorization from a minimum of twenty (20) percent of the teachers, the Board shall deduct from the salary of any teacher and make appropriate remittance for credit union, savings bonds, insurance, or any other plans or programs approved by the Association.

M. Summer School: When summer programming is deemed necessary and teaching positions are available, any qualified teacher may apply to teach summer school. Teachers teaching summer school will be compensated at their hourly rate not to exceed the maximum compensation of \$28.23/hour.

ARTICLE VI – INSURANCE PROTECTION

A. **Medical:** Effective January 1, 2024 the Corporation agrees to pay annually \$5,976 toward a MASE single plan if the teacher elects to be on the school corporation's health insurance program. The Corporation further agrees to pay annually \$10,736 toward the MASE family plan if elected by a teacher. When two teachers are legally married and choose to enroll in a family plan as allowed by Indiana law, the Board agrees to pay each teacher a single contribution toward the family plan \$11,952. Any balance will be by payroll deduction and the responsibility of the participating teacher.

Teachers retiring from Caston School Corporation may continue on insurance plans consistent with the agreement with MASE Trust, however this becomes the full financial obligation of the retiree and is at no cost to the Corporation.

B. **Term Life:** The School Corporation shall pay the cost or premiums, less one cent, for fifty thousand dollars (\$50,000) of term life insurance for each teacher so long as the teacher is employed by Caston School Corporation.

C. **Long Term Disability:** The School Corporation shall pay the premium, less one cent, of a single Long-Term Disability coverage for each teacher in compliance with the terms of the MASE Trust Agreement. The program shall provide a minimum benefit of two-thirds (2/3) salary to age sixty-five (65), with a maximum waiting period between occurrence of disability and beginning of coverage of ninety (90) days.

D. **Dental and/or Optical:** The School Corporation shall pay \$414.00 towards the cost of the dental or optical insurance plan of a mutually agreeable vendor for all active duty teachers. The balance of the premium of a single or family plan will be by payroll deduction.

E. **Section 125 Benefits:** The School Corporation will provide voluntary payroll deduction for the purpose of permitting teachers to receive benefits as provided by Section 125, Generation 1 and 2 of the Revenue Act of 1978.

F. **Insurance Trustee:** The CCTA will continue to appoint one person as one of the two Corporation Trustees in the MASE Insurance Trust for ancillary insurance benefits unavailable through MASE Trust.

ARTICLE VII – LEAVES

A. **Illness Leave:** Each teacher shall have eight (8) days at full compensation each year to use for personal or family illness. Family is defined as the teacher's spouse, children, stepchildren, parents, and wards (children for whom the teacher is the legal guardian). Family also includes people living in the home of the employee or for whom the employee is the sole guardian or caregiver. Other individuals can be counted as family for the purposes of illness leave at the discretion of the superintendent. If more than five (5) consecutive days of leave or fifteen (15) cumulative leave days in a semester are utilized, a medical statement for the absences may be required at the discretion of the Superintendent. The use of an excessive amount of Illness may initiate the use of Family Medical Leave Act Leave. Unused Illness Leave days will be credited toward that teacher's accumulated balance at the close of the school year. After the first year, a teacher may transfer three (3) days per year of accumulated Illness Leave days from his/her last school employment. A teacher's accumulated leave balance may not exceed 185 days. **ACCUMULATED LEAVE MAY NOT BE USED AS TERMINAL LEAVE.**

1. Teachers shall notify their principal prior to the absence. Upon return, the teacher shall sign the absence form indicating the nature of the absence.
2. An attendance incentive of \$50/day multiplied by up to thirteen (*up to eight (8) personal/family illness plus up to five (5) personal*) days shall be paid annually in a lump sum by separate check on or before the July 10th pay date to any teacher who accumulates these unused leave days in excess of 185 days
3. Accumulated days beyond 185 for which the attendance incentive has been awarded will be deducted from the balance so that the maximum balance at the start of the next school year will be 185 days to which an additional eight (8) days will become available for the school year.
4. Absences shall be taken in full or one-half day units.

B. **Pre-Arranged Absence Days Leave:** A teacher shall be entitled to five (5) Pre-Arranged Absence Days days. These days may accumulate as sick leave if not utilized for personal business throughout the year. In that teachers are public servants, any visible absence from contracted professional responsibilities impacts highly upon the support community; therefore, leave days taken for personal business are limited to the transaction of personal business and/or the conduct of civic affairs that could not normally be executed during non-school days. Personal Business Leave days may not be used to extend any school-recognized vacation (i.e. Not using the Friday before or the Tuesday after Labor Day to make a four-day vacation). Days may be granted/approved at the discretion of the Superintendent.

Teachers may, upon request, have one accumulated illness leave day converted to a personal business day, effectively increasing the available business days to 6 if needed in any given year.

- C. **Professional Leave:** Teachers, upon approval from their principal, may receive two (2) days per year, per subject assignment, with pay, for the purpose of observing classroom situations in their own teaching field, or for the purpose of attending State professional conventions in their field.

Any such requests for observation or conventions which would require an overnight stay (hotel, etc.) shall be submitted in advance to the Board and if approved by the Board, reimbursement of expenses for travel, registration, meals, and lodging will be paid. An estimate of expenses must be submitted with the request. If no State convention is held, request for attending a national convention may be submitted to the Board for prior approval.

A completed claim form and valid receipts must be submitted for reimbursement to be made.

- D. **Family and Medical Leave:** A teacher shall be entitled to a leave of absence equal to what is permitted by Federal Law. The first twelve (12) workweeks of the leave are covered by the Family Medical Leave Act of 1993. The leave shall include the birth of a son or daughter, and to care for a newborn child; placement with teacher of a child for adoption or foster care; the care for the teacher's spouse, child, or parent with a serious health condition; a serious health condition that makes the teacher unable to perform the functions of a teacher's job. The teacher shall notify the Superintendent in writing of the desire to take such a leave at least thirty (30) days prior to the start of the leave, except in an emergency.

- E. **Maternity and Child Care Leave:** (IC 20-28-10-1, IC 20-28-10-2, IC 20-28-10-5) 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 disability caused by pregnancy will be governed by the same provisions governing illness and by the following:

1. Definition. Any teacher who is pregnant is entitled to an unpaid leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child. Except in a medical emergency, she must notify the Superintendent at least thirty (30) days before the date on which she desires to start her unpaid leave. She will also notify the Superintendent of the expected length of this unpaid leave, including with this notice either a physician's statement certifying her pregnancy, or a copy of the birth certificate of the newborn, whichever is applicable.

2. Medical Emergency. In case of a medical emergency caused by pregnancy, the teacher will be granted an illness leave immediately upon her request and certification of the emergency from an attending physician as otherwise provided in this section.
3. All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at the teacher's discretion, to the teacher's available sick days. However, the teacher is not entitled to take accumulated sick days when the teacher's physician certifies that the teacher is capable of performing the teacher's regular duties. The teacher is entitled to complete the remaining leave without pay.
4. Non-medical Leave. After her available illness leave has been used for pregnancy illness, labor, and delivery, the teacher may be absent without pay, subject to subsection 1 of this section. This leave may be taken without any jeopardy to re-employment, retirement and salary benefits.

Adoptive Leave: Adoptive leave will be granted for up to a period of one (1) school year without compensation. However, accrued leave may be substituted for up to the first six (6) weeks of the leave. Upon initial application for the adoption, the teacher will notify the superintendent at least thirty (30) days before the date on which he/she desire to start his/her unpaid leave. The teacher will also notify the superintendent of the expected length of this unpaid leave. This leave may be taken without jeopardy to re-employment, retirement and salary benefits. A waiver of the thirty (30) days notification requirement may be granted in an emergency situation or at the discretion of the Superintendent.

Family and Medical Leave Act (FMLA) Leave, Maternity and Child Care Leave, and Adoptive Leave must receive final approval from the Board.

- F. **Legal:** A teacher selected for jury duty or subpoenaed to be a witness shall receive full compensation, less the amount paid by the court.
- G. **Association Leave:** The Association President or his/her designee shall be entitled to three (3) days per year for Association business without loss of compensation. The CCTA will pay the cost of the substitute teacher when Association leave is taken.
- H. **Bereavement:** Bereavement leave shall be for the purpose of attending last burial rites and other personal matters of the immediate family. The teacher shall be provided leave for each death and shall receive full compensation for each leave. The days do not have to be taken consecutively. Each leave shall include the day of burial and/or service and the appropriate number of scheduled school week days as follows:

Five (5) days for immediate family (including those by marriage) – spouse, child, unborn child (stillborn or miscarriage), parent, grandchild or any other member of the family unit living in the teacher’s household.

Three (3) days for family (including those by marriage) – sister, brother, grandparent, daughter-in-law, son-in-law, or any other member of the teacher’s household.

One (1) day for the extended family (including those by marriage) – aunt, uncle, niece, nephew, grandparent-in-law and close personal friend(s).

A waiver of these guidelines may be requested and may be granted by the Superintendent.

I. Unpaid Leave:

1. The Board may grant leaves of absence at its discretion for periods not to exceed one (1) school year to members of the professional staff for the purpose of education, educational travel or research.
2. Application for unpaid leave shall be made in writing and presented to the Board through the Superintendent not later than April 1 of the year preceding the school year of the desired time of leave. Exceptions to this provision may be made in unusual circumstances.
3. No advancement of base pay or other benefits that occur to teachers shall apply for the aforementioned period of time.
4. No reimbursement will be given during this absence for the vacated position.
5. Teachers, upon return, shall be offered the same position held at the time the leave commenced, except that if said position no longer exists, the teacher shall be offered a comparable position.

J. Sick Leave Bank:

1. **Purpose:** To provide additional sick and accidental benefits beyond normal sick leave policy for staff members who are unable to perform their normal duties because of illness, quarantine, disability, or doctor’s advice. For consistency, Sick Leave Bank is not intended to be used for maternity leaves.
2. **Participants:** All teachers who choose to contribute. Non-contributors relinquish the right to withdraw from the bank.

3. Structure:

- a) The bank shall be formed and maintained by consenting teachers with the contribution of no more than one (1) day the first year of participation. The remainder of the days shall be filled by the contribution of no more than one (1) day by new teachers who now choose to participate in the sick leave bank for the first time.
- b.) New and returning teachers have thirty (30) days from the start of school to join the sick bank
- c) The total accumulation of sick leave days in the sick leave bank shall never exceed the number of employees covered by the Master Contract times three (3).
- d) Once the sick leave days are contributed to the sick leave bank they may not be withdrawn and reapplied to the individual teacher's sick leave.
- e) The sick leave bank committee will be composed of two (2) representatives of the administration selected by the Superintendent and two (2) representatives of the teachers selected by the President.
- f) The chairperson will be the President of the Association who will vote only in case of a tie.
- g) In the event that the total number of days in the sick leave bank should drop below twenty-five (25), each member of the bank will be asked to provide an additional Combination Leave day (combined personal/family illness) in order to rebuild and remain in the bank.

4. Procedure:

- a) Withdrawal:
 - 1. Written application by the participant or a member of his/her family accompanied by a physician's statement describing his/her diagnosis, the length of leave and prognosis of the condition, to be submitted to the Chairperson of the Sick Leave Bank Committee.
 - 2. The entire Committee will act upon the application and the Chairperson will inform the applicant or member of the family of the decision of the Committee. The Chairperson shall also report a positive decision to the Corporation Controller.

3. The applicant must use all but three (3) of his/her own Personal Illness leave days and accumulated days before application may be granted.

4. The maximum number of days to be granted per applicant shall be sixty (60) school days per school year providing sixty (60) days are available. Applicants receiving benefits under the corporation Long-Term Disability plan shall not be eligible for Sick Bank days.

Repayment: The recipient who remains as an employee of the School Corporation shall repay the bank the days borrowed at the rate of a minimum of three (3) unused Personal Illness Leave days per school year until the loan has been repaid.

If for any reason, except death, the recipient is unable to repay the days borrowed he/she or his/her family or estate will reimburse the School Corporation the cost of substitute teachers for those days. The repayment to the School Corporation would be due within two (2) years following the last day used from the sick bank or the settlement of the estate.

ARTICLE VIII – CONTRACT DISTRIBUTION

The School Corporation shall make the Contract available online and shall make a print copy available upon request to any teacher within the Corporation, as soon as it is feasible after the ratification of this Contract. Both parties shall initial the master copy before distribution.

ARTICLE IX – TERMS OF AGREEMENT

In the event either party should voluntarily agree to an adjustment of this contract such adjustment shall be reduced to writing, executed by the representatives of the parties, and ratified by the Association and the School Corporation and attached to this contract. The provisions of this contract shall be in effect on the date this agreement is approved by the Board and signed by the appropriate persons and will remain in effect if not modified through collaboration prior to the termination date, June 30,2023.

It is understood that this contract has been negotiated and entered into by representatives of the Association and the School Corporation. It is expressly understood, however, that this contract does not become binding unless and until it shall have been ratified by the Association and the School Corporation.

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. 20-29-6-1(b) on August 16, 2023, and electronic participation from the parties and/or public was not permitted; and
2. A public meeting in compliance with I.C. 20-29-6-19 was held on October 23, 2023 to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

The ratification of this contract is so attested by the parties whose signatures appear below.

Board of School Trustees of the
Caston School Corporation

Classroom Caston
Teachers Association

Board President

CCTA President

Board Secretary

CCTA Bargaining Team Member

Superintendent

CCTA Bargaining Team Member

Date of Board Ratification

Date of Association Ratification

Extra Curricular Compensation Schedule

2023-24

Positions may be combined or split at the discretion of the School Board. The number of positions is for informational purposes only and was not bargained.

Category I (1) \$6,460.00 Varsity

- Boys' Basketball
- Varsity Girls' Basketball
- Varsity Football

Category II (2) \$3,400.00

- Head Baseball
- Head Soccer (Co-Ed)
- Head Softball
- Head Track
- Head Cross Country
- Head Girls' Volleyball
- Head Wrestling

Category III (3) \$2,890.00

- Assistant Varsity Boys' Basketball (2)
- Assistant Varsity Girls' Basketball (2)

Category IV (4) \$2,600.00

- Band Director
- FFA Advisor
- Elem.Robotics Sponsor
- JR/SR Robotics Sponsor

Category V (5) \$2,550.00

- Assistant Football (3)

Category VI (6) \$1,870.00

Additional assistant can be added based on athlete numbers that exceed 20

- Head/JV Cheer Coach
- Assistant Cross Country
- Head Boys' Golf
- Head Girls' Golf
- Assistant Baseball
- Assistant Soccer (Co-Ed)
- Assistant Softball
- Assistant Track (2 positions)
- Assistant Girls' Volleyball
- Assistant Wrestling

Category VII (7) \$1,750.00

- Choral Director

Category VIII (8) \$1,530.00

- Yearbook/Newspaper Sponsor
- 8th Grade Boys' Basketball* (**If numbers are not sufficient for both 7th & 8th Grade teams, one coach*)
- 7th Grade Boys' Basketball* (*will combine teams and coach an A/B team for \$1,930.00 in compensation*)
- 8th Grade Girls' Basketball*
- 7th Grade Girls' Basketball*

Category IX (9)	\$1,360.00
JH Football (2)	
JH Soccer (Co-Ed) (2)	
JHTrack (2)	
JH Wrestling (+ Elem Clinic)	
8 th Grade Volleyball* (<i>*If numbers do not warrant 2 teams, 7 & 8 will be combined and one coach</i>)	
7 th Grade Volleyball* (<i>paid \$1,760.00 for an A/B Team</i>)	
JH Baseball (2)	
JH Softball (2)	
Category X (10)	\$950.00
Fall Play Director	
Spring Musical Director	
Category XI (11)	\$850.00
FCCLA	
Junior Class Sponsor	
JH Cheer Coach	
JH Cross Country (Co-Ed)	
JH Golf (Co-Ed)	
6 th Girls' Volleyball*	
5 th Girls' Volleyball*	
6 th Boys' Basketball* (<i>*If numbers are not sufficient for a 5th & 6th grade team, the coach will be paid</i>)	
5 th Boys' Basketball* (<i>\$1,150.00 for coaching both teams</i>)	
6 th Girls' Basketball*	
5 th Girls' Basketball*	
Weight Room Supervisor (4)	
Category XII (12)	\$500
Art Club	
Elementary National Honor Society	
Elementary Student Council	
High School National Honor Society	
High School Student Council	
JH National Honor Society	
JH Student Council	
Key Club	
Senior Class Sponsor	
Spanish Club	
Category XIII (13)	\$425.00
Academic Coaches (up to 14 coaches in grades K-12)	
JH Battle of the Books	
Elementary Battle of the Books-	
Category XIII (14)	\$400.00
Professional Learning Community (PLC) Leads (up to 6 per building)	
New Teacher Mentors (As needed)	

Miscellaneous

Curriculum Development (per 6-hour day @ \$28.23) up to \$150.00/day
Must take place outside of the contracted teacher work day.

Professional Development (per 6-hour day @ \$28.23) up to \$150.00/day
Professional Development Conferences or Classes required to maintain teaching accreditation or certification that takes place outside of the contracted teacher work day. Requires pre-approval of building principal.

Certification Area \$500 stipend *For each new license area a teacher adds to his/her license, s/he will receive the above stipend. This stipend will only be paid during the school year in which the new license area is submitted to the corporation.*

Summer Instrumental Music **up to \$5500.00
SAE **up to \$3300.00
Athletic Director Stipend \$4,000.00

***Extra-curricular positions not staffed prior to September 1 will be paid on a claim.**

****The following note on hours is for informational purposes only and was not bargained:** **Summer Instrumental Music** stipend is for up to 200 hours of summer band instruction at \$28.23/hour. At the discretion of the summer instrumental music instructor as approved by the Superintendent, any discrepancy between summer earnings up to the \$5500 may be utilized throughout the school year for supplemental instruction provided by a qualified assistant director.

SAE is compensated at \$ 28.23/hour for up to 120 hours of activities as approved by the Superintendent