

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

This contract entered into this ____ day of _____, 2019, by and between the CRAWFORDSVILLE COMMUNITY SCHOOL CORPORATION (hereinafter called "School Corporation") and CRAWFORDSVILLE EDUCATION ASSOCIATION (hereinafter called "Association") WITNESSETH:

I. RECOGNITION

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

II. DEFINITIONS

As used in Article I of this agreement.

- a. **"School employee"** shall mean any full-time certificated person in the employment of the school employer.
- b. **"School Corporation"** shall mean the Crawfordsville Community School Corporation of Crawfordsville, Indiana.
- c. **"School employer"** shall mean the governing body of the School Corporation and any person or persons authorized to act for the governing body of the school employer in dealing with its employees.
- d. **"Certificated employees"** shall mean a school employee whose contract with the school corporation requires that he/she hold a current license or permit from the Indiana State Board of Education to teach in the public schools of Indiana.

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

f. **"Currently employed by the school employer"** shall mean a certificated employee who has entered a Teacher's Contract for the 1973-74 school year as fixed by the school calendar, or any subsequent school year, to perform teaching services exclusively for the school corporation.

g. **"Supervisor"** shall mean any individual who has (i) authority, acting for the school corporation, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline school employees, or (ii) responsibility to direct school employees and adjust their grievances, or (iii) effectively to recommend the action set out in (i) or (ii) of this definition. Supervisors shall include, but not be limited to, superintendents, assistant superintendents, business managers, directors, managers, principals, assistant principals, curriculum directors, athletic directors, adult education directors, 'supervisor' as defined herein created hereafter by school employer, and any certificated employee appointed by school employer to an "acting" capacity as a 'supervisor' as defined herein. Department coordinators and

coaching having no responsibility or authority as supervisors as defined herein shall not be construed as a 'supervisor.'

h. **"Non-certificated employees"** shall mean any school employee of the school corporation whose employment is not dependent upon the holding of a license or permit from the Indiana State Board of Education. Non-certificated employees shall include, but not be limited to, clerks, secretaries, accountants, attorneys, physicians, cafeteria employees, nurses, dentists, registrars, library clerks, bookstore managers, lunchroom staff, bus drivers, teacher's aids, and maintenance personnel.

i. **"Employment by reason of a teacher's contract"** shall mean a certificated school employee employed by reason of a written regular teacher's contract. A person employed by a written regular teacher's contract designated as a Temporary Teacher's Contract or Supplemental Service Teacher's Contract with school corporation, the effective date of which is subsequent to the beginning of the school year as fixed by the school calendar shall be deemed to be a "part-time teacher." A certificated school employee employed without a written contract shall be deemed a "substitute teacher".

j. **"Teacher"** shall mean a full-time certificated school employee currently employed by school employer except a supervisor, confidential employee, employee performing security work and a non-certificated school employee.

III. TERM OF AGREEMENT

The term of this agreement shall begin on July 1, 2019, and shall continue in full force and effect until June 30, 2020.

IV. SCOPE OF BARGAINING AND EFFECT

a. The specific issues subject to bargaining shall include salary, wages, and salary and wage-related fringe benefits for school employees.

b. All bargainable issues have been discussed during the negotiations leading to this Agreement and no additional bargaining on said issues will be conducted on any item, whether contained herein or not, during the life of this Agreement.

V. SEVERANCE PAY

Severance pay shall be granted to any school employee eligible for retirement who retires from employment from school employer at the rate of \$50.00 for each day of accumulated sick leave, subject to the following conditions: A school employee must: (1) have been employed, on a full-time basis, for a minimum of ten (10) consecutive years by the Crawfordsville School Corporation; (2) must be qualified to receive retirement benefits under the provisions of the Indiana State Teachers' Retirement Fund; and (3) must have submitted written notice of retirement to the superintendent on or before May 1 of the final teaching school year.

Severance pay may be paid in one lump sum at the time of retirement, or, at school employee's written option included with notice of retirement specifying an amount of deferral, all but two thousand dollars (\$2,000.00) may be deferred until the date of first normal payroll in January of the year following retirement.

VI. LONGEVITY CONTRIBUTION

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

Fifty percent (50%) of such calculated amount shall be deposited into a 401(a) plan account for the applicable school employee and fifty percent (50%) of such calculated amount shall be deposited into a voluntary employee benefit account (VEBA), each of which accounts shall vest simultaneously with the vesting of early retirement benefits under Article XII of the 2004-2005 agreement.

For school employees having already attained eligibility for the foregoing longevity contribution, the amount accrued on June 30, 2005, for such eligible school employee will be contributed by school employer to such 401(a) and VEBA accounts on or before December 31, 2005, and school employer will contribute \$100.00 to such eligible school

employee's 401(a) account and \$100.00 to such eligible school employee's VEBA account on or before June 30 of each additional year of credible service performed by such eligible school employee for school employer after July 1, 2005.

VII. LEAVE

a. Sick Leave. Each full-time teacher is allowed not more than ten (10) sick days each year for absence without loss of compensation due to personal illness rendering the teacher physically or emotionally unfit to perform teaching duties. The ten (10) sick days awarded each school year may be used for the purpose of caring for an ill family member as defined by Article VII (3) [Funeral Leave]. From and after the 2002-2003 school year, if the 10 sick days awarded for current school year have been exhausted, then not more than an aggregate of fifteen (15) sick leave days accumulated from a prior school year may be used for the purpose of caring for an ill family member.

Unused sick leave days credited to a teacher may be accumulated from year to year not to exceed two hundred and nine (209) days. School employees accumulating more than 185 accumulated sick days at the end of the school year may, in lieu of crediting such unused paid leave days to accumulated sick leave, be compensated for accumulated sick days in excess over 185 accumulated sick days at the rate of \$70.00 per day for each unused sick leave day in excess of 185 either in cash or by a contribution to such school employee's 401(a) account. Such payment and/or contribution shall be made at the first normal pay in July immediately following such school year.

During and after the 2001-2002 school year, if any teacher shall have accumulated one (1) or more days of sick leave while employed in another school corporation and shall thereupon become employed by the Crawfordsville Community School Corporation, then there shall be added for the second year and each succeeding year of such employment up to three (3) days of sick leave until the number of accumulated days to which said teacher was entitled in the last place of employment shall be exhausted.

A teacher shall notify the teacher's building principal or his designee as soon as possible of personal illness or quarantine. Such notification should be no later than one hour preceding the beginning of the normal teacher's work day of the day of such absence.

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

Personal business leave may not be used for the purpose of extending vacation periods or abbreviating the school year. Teachers who feel a situation exists of great enough importance to seek an exception will state those reasons both in writing and verbally directly to the Superintendent of Schools who may consider situations such as weddings, retirements, college visitations, graduations and religious ceremonies.

A teacher shall request personal business leave at least forty-eight (48) hours preceding the day of absence of personal leave. However, the building principal or his or her designee may waive such 48 hours prior request when the teacher presents reasons for and facts establishing good cause or an emergency precluding such notification. Emergency shall be interpreted as a sudden, generally unexpected occurrence or set of circumstances which have occurred suddenly, for which advance planning was not possible, and which demands immediate attention.

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

d. **Parental Leave:** A leave of absence with pay for up to three (3) school days will be granted during the first ten (10) school days following the date a child is born to or adopted by a school employee.

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

f. **Jury Duty Leave:** School employees subpoenaed for jury duty shall be entitled to a leave while serving and shall be paid the difference between amounts received for jury duty and regular salary of school employer for the period absent.

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

VIII. INSURANCE

A. **Life Insurance:** The school employer agrees to make available and pay, except twenty cents (\$.20) of the annual premium cost of a Seventy five Thousand Dollars (\$75,000) group term life insurance for each school employee (hereinafter called "teacher" for purposes of Article VIII). The insurance carrier will be selected by the school employer. The school employer will provide, upon written authorization of the teacher desiring the same, payroll deductions for the twenty cents (\$.20) balance of the annual premium to be paid by such teacher. If permitted by the carrier, retirees shall be allowed to continue coverage at their own expense to age 65. Coverage beyond age 65 shall be at the option of the carrier and paid by the retiree.

B. **Hospitalization:** The school employer agrees to obtain and make available a medical and hospitalization plan ("Plan") in which each full-time teacher and each qualified retired

teacher may participate. A qualified retired teacher is one who is eligible for retirement benefits under the Indiana Public Retirement System (INPRS) and also early retirement under Article XII of the 2004-2005 agreement, but who is ineligible for Medicare benefits. School employer will give notice to eligible teachers by emailing each teacher through the school's corporate email system at least ten (10) days before the annual open-enrollment period begins.

- 1) A teacher's spouse who is eligible for medical and hospitalization coverage through the spouse's employer and who was not enrolled in Plan during the 2010-2011 school year prior to June 1, 2011, shall not be eligible for enrollment in 2011 or any subsequent year unless a life event or loss of eligibility permits a modification and/or special enrollment under the Health Insurance Portability and Accountability Act.
- 2) The insurance committee shall be composed of nine (9) persons, namely one (1) non-certified member of the health insurance plan, four (4) employees of the employer appointed by the employer's superintendent, and four (4) teachers appointed by the association's president. The insurance committee shall, by a supermajority vote of six (6) of its members, determine coverages, terms, and conditions of the hospital insurance plan.
- 3) School employer will contribute \$7,875 of the premium of the health insurance plan for each enrolled teacher, except as provided in-paragraph 4 below.
- 4) For the 2019-2020 school year only, School Employer will contribute an additional \$2,000 toward premiums for Employees who have selected either of the family high deductible plans (non-PPO plans). When both spouses are employed by the School Employer, this additional premium support will not apply since both parties receive the teacher premium support.
- 5) Each qualified retired school employee who retires on or after July 1, 2004, shall be responsible to pay all premiums attributable to the coverage of such retired school employee under the plan.
- 6) For those teachers electing to participate, deductions for hospitalization insurance will be made according to the provisions of Section 125 of the Internal Revenue Code; all administrative costs attributable to providing the

administration of such Section 125 benefits will be the responsibility of the school employer. Such Section 125 plan shall include, if elected by qualified participants, non-reimbursable medical and dependent care deductions.

- 7) CCSC is a member of the Hoosier Heartland Insurance Trust (HHT) and makes health insurance benefits available through that trust. Rates, benefits, and enrollment are governed by HHT.
- 8) Upon the commencement of a leave of absence, the School Employer's contribution to the premium cost of health insurance coverage will continue through the end of the leave, provided that the employee's share of the premium has been withheld for the following month or the employee has paid the employee's share of the premiums for the following month. This provision is subject to the following conditions:
 - a. The School Employer's contribution shall end with the end of the school year contract year, and
 - b. In no case shall the School Employer's contribution extend beyond a twelve month period.

C. **Long Term Disability:** Effective July 1, 2021, the Board shall provide a group long term disability insurance plan with each teacher paying one dollar (\$1.00) per year. All school employees shall participate and be insured for group long term disability insurance benefits provided by the Board. The insurance carrier will be selected by the Board.

IX. CCSC 401(a) MATCHING ANNUITY PLAN

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

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

employees participating in 401(a) Plan with an employer's match, employer will match certificated employee's \$528 school year contribution as follows:

School Year	Certificated Employee's Contribution	Employer's Match on \$1.00 of Employee Contribution	Maximum Employer's Match Per School Year
20-21	\$528	\$1.50	\$792

In the event that a certified employee elects to not contribute \$528 the CCSC will also not contribute.

The Parties agree that the CCSC 401(a) Plan and the 403(b) Plan shall replace the Early Retirement Plan detailed in the 2002-2004 contract. The parties further agree that all contributions made to the CCSC 401(a) Plan by the school employer shall be considered as additional funds and counted as part of any salary increase negotiated for the certified employees.

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

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

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

X. SICK LEAVE BANK

A sick leave bank will be established for Crawfordsville Community School Corporation employees, including school employees, non-certified employees and administrators. Participation in the sick leave bank will be open equally to all employees of the Crawfordsville Community School Corporation. The purpose of this bank is to relieve

participating employees from undue financial burdens due to absence from work during short-term disability arising from illness, injury, or incapacitation sufficiently severe that it would make their presence in school inadvisable.

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

To be eligible to use the sick leave bank one must:

- A. Be on list of contributors who shall have consented to the reduction of accumulated sick leave to the business office prior to October 1 of the applicable school year.
- B. Have not declined to contribute any requested sick day when requested after October 1.
- C. Have used all sick leave, emergency leave, and personal leave available to him/her personally.
- D. Submit to the chairman of the sick leave bank an application and physician's statement describing the nature of the disability and the prognosis for a return to work.
- E. Designate a personal representative to make application when one is unable to do so oneself.

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

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

XI. SALARY AND WAGE PROVISIONS

- A. The parties agree that salaries and wages to be effected by this agreement for the

school year 2019-2020 are accurately reflected in Appendix B for distribution in accordance with the Compensation Model. Salaries for extra-curricular duties are found in Appendix C.

B. Teachers who use their personal vehicle for school business will file the proper claim, and, when approved, they will be reimbursed at the rate allowed by the IRS.

C. Where grant parameters permit, school employees who participate in a grant implementation outside the regular school day shall be compensated at a rate of thirty dollars (\$30.00) per hour.

D. Teachers employed to teach during non-grant programs of homebound teaching shall be compensated by an hourly rate determined by dividing the teacher's annual salary by 1387.5.

E. Teachers employed to teach during non-grant programs of summer school shall be compensated at a rate of thirty five dollars (\$35.00) per hour.

F. If a substitute teacher cannot be provided and it becomes necessary for a regularly employed teacher to be used in lieu of a substitute during the regularly employed teacher's preparation time, which is not considered part of the regular duties a teacher receives compensation for performing, the Board shall pay that teacher \$15 more than one seventh (1/7) of that teachers daily pay rate.

XII. LEGAL DEFENSE

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

Reimbursement shall be made upon approval of claim after school employee's delivery of Standard Claim Form 505 to school employer with supporting affidavit by

attorney involved that the amount claimed was incurred for reimbursable legal services. A school employee shall be eligible for this benefit only once during any one-year period of employment with school employer.

XIII. GRIEVANCE PROCEDURE

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

XIV. ENTIRE AGREEMENT

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

XV. SEVERABILITY

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

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

**BOARD OF TRUSTEES
CRAWFORDSVILLE COMMUNITY
SCHOOL CORPORATION**

By:

President

ATTEST:

Secretary

**CRAWFORDSVILLE
EDUCATION ASSOCIATION**

By:

President

ATTEST:

Secretary

APPENDIX A GRIEVANCE PROCEDURE

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

ARTICLE I - DEFINITIONS as used in this procedure:

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

ARTICLE II - PROCEDURE

Step One:

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

Step Two:

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

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

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

Step Three:

(a) If the grievance is not resolved in *Step Two*, the grievant may, within five (5) working days of receipt of the principal's answer, appeal to the Superintendent by filing the grievance and the principal's answer, along with any written response of the grievant to the answer of the principal, with the office of the Superintendent, which shall receipt therefor.

(b) The Superintendent, or his designated representative during absence of the Superintendent, shall give the grievant an answer in writing no later than ten (10) working days after receipt of any written grievance properly filed with the Superintendent's office.

Step Four:

(a) Within thirty (30) working days after receiving the decision of the Superintendent, an appeal from the decision may be made by the grievant to the Board by filing the grievance, the principal's answer, any written response of the grievant to the answer of the principal, the Superintendent's answer, along with any written response of the grievant to the answer of the Superintendent. The Board shall review the materials presented upon appeal at the next regular board meeting or 30 days from appeal being filed whichever occurs later and render its decision in writing to grievant and to Superintendent. The Board may not consider any material allegation or remedy that was not presented in *Step Three*.

(b) No evidence or testimony will be taken by the Board during *Step Four*, unless, upon written request by grievant or Superintendent, proof is made of newly discovered material evidence which could not, with reasonable diligence, have been discovered and produced at *Step Three*. For purposes of determining, upon written request to submit additional evidence or testimony during *Step Four*, the board may, at its option, designate a hearing officer to hear proof supporting the request for additional evidence or testimony, who will rule upon such question and submit his reasons in writing to the Board, the grievant, and the Superintendent. In the event the Board or its hearing officer, permit additional testimony or evidence to be presented and included for review, such additional testimony or evidence shall be reduced to writing by the

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

STATE AND FEDERAL LAWS

A. Nothing contained in this procedure shall deny to any full-time employee currently employed by school employer rights under State or Federal laws.

B. No school employee shall use this procedure to appeal any decision by the school employer or administration if such decision is applicable to a State or Federal Regulatory Commission or Agency.

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

APPENDIX B

COMPENSATION MODEL

A. Evaluation rating and salary adjustments

The salary range under the CBA shall be \$38,300 to \$71,300. Any teacher rated ineffective or improvement necessary under IC 20-28-11.5 shall continue to be paid the base salary that he or she received in 2019-2020. No raise or increment in any salary schedule herein will be awarded to any teacher so rated.

The dollar amount of an individual teacher's increase in salary will be based on the number of Compensation Units (CUs) the teacher earns. A full-time teacher that is evaluated as "Highly Effective" or "Effective" will receive eight (8) CUs. Full-time teachers that are evaluated as "Highly Effective" or "Effective" will earn two (2) additional CUs due to experience. Experience is defined as having been employed by Crawfordsville Community School Corporation for at least 120 days in the prior school year.

B. Base Salary Schedule

All teachers earning 10 CUs will receive an increase of \$1100 (an advance of one level on the salary schedule). All teachers who earn 10 CUs and have completed seven years of teaching with the Crawfordsville Community School Corporation will be placed at salary level L.

C. Extended Contracts

Teachers who earn 10 CUs and are employed on an extended-time basis will receive a prorated amount of the full year salary indicated by their placement on the salary scale.

D. Salary for New Hires

Experienced teachers who are hired by Employer shall be paid a maximum starting salary that is comparable to a current employee with similar years of experience and education level. If deviation from this amount is necessary to hire a teacher in a high-need area due to the academic needs of the students, then the employee may, at the discretion of the Superintendent, be paid an amount up to three salary steps higher than the comparable current employee.

E. Redistribution

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

F. Attendance Stipend

During the 2020-2021 school year, each teacher shall receive a \$200.00 stipend if he/she is absent 5 or less contracted days.

	2019-2020 Salary
A	\$38,300
B	\$39,400
C	\$40,500
D	\$41,600
E	\$42,700
F	\$43,800
G	\$44,900
H	\$46,000
I	\$47,100
J	\$48,200
K	\$49,300
L	\$50,400
M	\$51,500
N	\$52,600
O	\$53,700
P	\$54,800
Q	\$55,900
R	\$57,000
S	\$58,100
T	\$59,200
U	\$60,300
V	\$61,400
W	\$62,500
X	\$63,600
Y	\$64,700
Z	\$65,800
AA	\$66,900
BB	\$68,000
CC	\$69,100
DD	\$70,200

APPENDIX C (EXTRA-DUTY SALARY SCHEDULE)

HIGH SCHOOL

ACADEMICS

Academic Teams		RTI	
Model UN	\$600	Facilitator	\$630
Super Bowl Coordinator	\$471		
Super Bowl Social Studies	\$406	Speech	
Super Bowl Math	\$406	Varsity	\$1,623
Super Bowl Science	\$406	Assistant	\$1,180
Super Bowl English	\$406	Assistant	\$590
Super Bowl Fine Arts	\$406		
Spell Bowl Coordinator	\$590		
Spell Bowl Coach	\$406		
Department Coordinators		Leadership Team	
Art	\$395	Leadership Team	\$905
Business	\$395		
English	\$395	Special Courses	
		Dual Credit for Courses	
Family & Consumer Science	\$395	Requiring a Content Area	
		Master's Degree	
Foreign Language	\$395		\$250 per period per semester
Guidance	\$395		
Industrial Technology	\$395		
Math	\$395		
Music	\$395		
Physical Education	\$395		
Science	\$395		
Social Studies	\$395		

Special Education

\$395

ATHLETICS

Athletic Coordinator 1	\$1,300
Athletic Coordinator 2	\$1,300
Athletic Supervisor	\$1,000

Baseball - Boys

Varsity	\$7,875
Assistant	\$4,425
Reserve	\$3,554
Freshman	\$2,648

Basketball - Boys

Varsity	\$7,875
Assistant	\$4,425
Reserve	\$3,554
Freshman	\$2,648

Basketball - Girls

Varsity	\$7,875
Assistant	\$4,425
Reserve	\$3,554
Freshman	\$2,648

Cheerleading

Varsity	\$2,125
Reserve	\$1,063

Cross Country - Boys

Varsity	\$2,648
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Cross Country - Girls

Varsity	\$2,648
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Dance

Dance Coach	\$2,037
Assistant	\$688

Football

Varsity	\$7,875
Assistant Line	\$3,554
Assistant Offense	\$3,554
Assistant Defense	\$3,554
Assistant Special Teams	\$3,554
Assistant Reserve Offense	\$3,554
Assistant Reserve Defense.	\$3,554

Golf- Boys

Varsity	\$2,455
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Golf - Girls

Varsity	\$2,455
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Gymnastics

Varsity	\$2,639
Assistant	\$1,334

Tennis - Boys

Varsity	\$2,608
Reserve	\$1,425

Tennis - Girls

Varsity	\$2,608
Reserve	\$1,425

Track- Boys

Varsity	\$3,543
Assistant	\$2,008
Assistant-field events	\$891

Track- Girls

Varsity	\$3,543
Assistant	\$2,008
Assistant-field events	\$891

Soccer – Boys

Varsity	\$4,425
Junior Varsity	\$2,008
Assistant	\$1,889

Soccer – Girls

Varsity	\$4,425
Junior Varsity	\$2,008
Assistant	\$1,889

Softball – Girls

Varsity	\$7,875
Assistant	\$3,554
Reserve	\$3,554
Reserve Freshman	\$3,554

Strength and Conditioning

Before/After School	
Coordinator	\$1,000
Summer Coordinator	\$1,000
Coach	\$400

Swimming – Boys

Varsity	\$3,543
Assistant	\$2,008

Swimming – Girls

Varsity	\$3,543
Assistant	\$2,008

Volleyball

Varsity	\$4,425
Assistant	\$2,008
Reserve	\$1,889
Freshman	\$1,654

Wrestling

Varsity	\$4,425
Assistant	\$2,008
Reserve	\$1,889

CO-CURRICULARS

Band

Band Director	\$1,821
Winter Guard Director	\$1,800
Guard Tech	\$1,600

Choral

Choir Director	\$3,000
Choir Assistant	\$1,300

Publications

Newspaper	\$1,005
Yearbook	\$1,213

STUDENT ACTIVITIES

Athenian Corps

Co-sponsor	\$460
Co-sponsor	\$460

Prom

Co-sponsor	\$886
Co-sponsor	\$886

Play

High School	\$1,121
Assistant	\$455

CHS Student Council

Co-sponsor	\$886
Co-sponsor	\$886

National Honor Society

Co-Sponsor	\$160
Co-Sponsor	\$160

Musicals

High School	\$1121
Assistant	\$455

Robotics

Head Coach	\$2,608
Assistant Coach	\$1,425
Reserve Coach	\$891

Sunshine Society

Co-Sponsor	\$886
Co-Sponsor	\$886

Class Sponsors

Overall Coordinator	\$200
Grade 9 Class Sponsor	\$400
Grade 10 Class Sponsor	\$400
Grade 11 Class Sponsor	\$400
Grade 12 Class Sponsor	\$400

MIDDLE SCHOOL**ACADEMICS****Teacher Leadership Team**

English	\$1,300
Mathematics	\$1,300
Related Arts	\$1,300
Technology	\$1,300
Science	\$1,300
Social Studies	\$1,300
Special Services	\$1,300

Grade-Level Coordinators

6 th Grade Team Leader	\$300
7 th Grade Team Leader	\$300
8 th Grade Team Leader	\$300

CMS Academic Teams

Coordinator	\$590
Social Studies Coach	\$406
Math Coach	\$406
English Coach	\$406
Science Coach	\$406
Fine Arts Coach	\$406
Spell Bowl Coach	\$406

ATHLETICS

Assistant Athletic Director	\$2,520
Athletic Supervisor	\$750
Athletic Supervisor	\$750
Athletic Secretary	\$750

Baseball - Boys

Head Coach	\$1,180
Assistant Coach	\$945

Softball - Girls

Head Coach	\$1,180
Assistant Coach	\$945

Basketball – Boys

8 th Grade	\$1,654
Assistant	\$1,535
7 th Grade	\$1,595
Assistant	\$1,535
6 th Grade	\$977
Assistant	\$977

Basketball – Girls

8 th Grade	\$1,654
Assistant	\$1,535
7 th Grade	\$1,595
Assistant	\$1,535
6 th Grade	\$977
Assistant	\$977

Cheerleading

Sponsor	\$2,096
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Dance

Coach	\$2,066
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Cross Country – Boys and Girls

Coach \$1,063

Golf – Boys and Girls

Coach \$1,263

Football

8th Grade \$2,008

Assistant \$1,771

7th Grade \$2,008

Assistant \$1,771

6th Grade/Youth Program
Coordinator \$1,000

Assistant \$750

Volleyball

8th Grade \$1,535

Assistant \$1,282

7th Grade \$1,535

Assistant \$1,282

6th Grade \$916

Assistant \$916

Soccer - Boys

Head Coach \$1,180

Assistant \$945

Soccer - Girls

Head Coach \$1,180

Assistant \$945

Tennis - Boys

Head Coach \$1,180

Tennis - Girls

Head Coach \$1,180

Track - Boys

Head Coach \$1,416

Assistant \$1,268

Track - Girls

Head Coach \$1,416

Assistant \$1,268

Swimming - Co-ed

CMS Coach \$1,416

Assistant \$1,282

Wrestling

Head Coach \$1,563

Assistant \$1,306

Assistant \$1,306

CO-CURRICULARS

Band

Middle School Band \$1,821

Choral

Choir Director \$3,000

Publications

CMS Yearbook \$502

Yearbook assistant \$502

STUDENT ACTIVITIES

A-Team

Co-sponsor \$602

Co-sponsor \$602

Musical

Director \$832

Assistant \$455

Talent Show

Sponsor \$413

Drama Club

Co-Sponsor \$425

Co-Sponsor \$425

WEB Program

Co-Sponsor \$602

Co-Sponsor \$602

ELEMENTARY

ACADEMICS

RTI

Hose Facilitator \$630
Nicholson Facilitator \$630

Hoover Leadership Team

Co-Chairs \$1750
Team Members \$1000

ATHLETICS

Athletic Coordinator \$2,037
Supervisor \$750

Basketball - Boys

5th Grade Team 1 \$977
5th Grade Team 2 \$977
5th Grade Team 3 \$977
5th Grade Team 4 \$977

Basketball - Girls

5th Grade Team 1 \$977
5th Grade Team 2 \$977
5th Grade Team 3 \$977
5th Grade Team 4 \$977

Cross Country & Track

Hoover Coach \$500

Volleyball

Team 1 \$840
Team 2 \$840
Team 3 \$840
Team 4 \$840

CO-CURRICULARS

Band

Elementary Band \$893

Outdoor Education

Supervisor \$600

Choral

Elementary Choir

\$893

Circle the State

Sponsor

\$458

STUDENT ACTIVITIES**Art Club**

Sponsor

\$893

Robotics

Coach

\$200

Student Council

Nicholson Co-Sponsor

\$744

Hoover Co-Sponsor

\$886

Nicholson Co-Sponsor

\$744

Hoover Co-Sponsor

\$886

Yearbook

Nicholson

\$206

Second Step

Nicholson Second Step

Ambassador

\$744

Hoover

\$500

CORPORATION

Curriculum Leads

\$1500

After-School Detention

\$30/hour

Lead Teacher – Willson

\$2000

Head Nurse

\$395

Supervisor – Willson

\$750