

2018-2019

CONTRACT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES

OF THE

BLACKFORD COUNTY SCHOOLS

AND

BLACKFORD FEDERATION OF TEACHERS

THIS CONTRACT ENTERED INTO **THIS 7th DAY OF NOVEMBER 2018** BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE BLACKFORD COUNTY SCHOOLS OF BLACKFORD COUNTY, INDIANA, HEREINAFTER CALLED THE "BOARD," AND THE BLACKFORD FEDERATION OF TEACHERS, HEREINAFTER CALLED THE FEDERATION.

TABLE OF CONTENTS

Page

ARTICLE I – DEFINITIONS 1

A. Unit 1

B. Board..... 1

C. School Corporation 1

D. Certificated School Employees and Teacher(s) 1

E. Federation 1

F. Gender..... 1

ARTICLE II – RECOGNITION..... 1

ARTICLE III – FEDERATION RIGHTS 2

A. Dues Deduction..... 2

B. Federation Business Leave..... 2

ARTICLE IV – SALARY AND OTHER COMPENSATION 2

A. ISTRF Payment By Employer..... 2

B. Compensation Plan 3

C. Extra Duty Pay Schedule 5

D. Severance Pay 5

E. Social Security/Medicare Bridge – Part 1 6

Social Security/Medicare Bridge - Part 2 7

F. Blackford County Schools Retirement Savings Plan..... 10

G. Service Years Pay 10

H. Mileage 11

| | | |
|------------------------------------|---|-----------|
| I. | Pay Dates..... | 11 |
| J. | Involuntary Transfer Stipend | 12 |
| K. | Extra-curricular Pass..... | 11 |
| L. | Curriculum Rate..... | 12 |
| M. | Hourly Rate..... | 12 |
| N. | Back Ground Checks | 12 |
| ARTICLE V – LEAVES | | 12 |
| A. | Unrestricted Paid Leave and Sick Leave Days | 12 |
| B. | Bereavement Leave..... | 15 |
| C. | Court Leave..... | 15 |
| D. | Temporary Disability Leave..... | 16 |
| E. | Health Clinic Leave..... | 17 |
| F. | Unpaid Leave | 17 |
| G. | Study Leave..... | 18 |
| H. | Educational Leave..... | 18 |
| I. | Adoption Leave..... | 18 |
| J. | Military Leave..... | 19 |
| K. | Reserve/National Guard Leave | 19 |
| L. | Military Service Credit..... | 19 |
| M. | Participation in Group Insurance | 19 |
| N. | Injury on the Job | 20 |
| O. | Family and Medical Leave Act | 20 |
| P. | Sick Leave Bank | 20 |
| ARTICLE VI – INSURANCE..... | | 22 |

| | |
|---|-----------|
| A. Medical Insurance | 23 |
| B. Dental Insurance | 23 |
| C. Vision Insurance | 24 |
| D. Term Life Insurance | 24 |
| E. Long-Term Disability Insurance | 24 |
| F. Section 125..... | 24 |
| ARTICLE VII – GRIEVANCE PROCEDURE..... | 24 |
| ARTICLE VIII – TERM AND GENERAL PROVISIONS | 28 |
| A. Term and Effect | 28 |
| B. Entire Agreement | 28 |
| C. Savings Clause | 28 |
| D. No Reprisals Clause..... | 28 |
| E. Supremacy..... | 28 |
| APPENDIX A – NEGOTIATED SALARY INDEX | 31 |
| APPENDIX B - EXTRACURRICULAR ACTIVITIES SCHEDULE | 32 |

ARTICLE I

Definitions

As used in this Contract:

- A. “Unit” or “Bargaining Unit” means all certificated school employees, as defined in IC-20-29-2-4 in Blackford County Schools, excluding:
 - Superintendents, assistant superintendents, business managers, supervisors, directors with school corporation-wide responsibilities, principals, and vice-principals.
- B. “Board” means the Board of School Trustees of the Blackford County Schools and any person(s) authorized to act for said body in dealing with its employees.
- C. “School Corporation” means the Blackford County Schools of the County for Blackford of the State of Indiana.
- D. “Certificated School Employees” and “Teacher(s)” mean the members of the bargaining unit.
- E. “Federation” means the Blackford Federation of Teachers or any person or person’s duty authorized to act on behalf of said organization.
- F. The masculine gender shall include the feminine wherever required by the context in which a specific provision of this Contract is applied.

ARTICLE II

Recognition

The Board recognizes the Blackford Federation of Teachers as the exclusive representative of certificated school employees in the bargaining unit.

ARTICLE III

Federation Rights

- A. Dues Deduction.** The Board agrees to deduct from the salaries of teachers who have so authorized in writing, dues of the Federation. Said payroll deduction authorizations shall comply with and be executed in compliance with state law.
1. Such deductions shall be accomplished in fifteen (15) substantially equal consecutive installments beginning with the second pay date in October.
 2. Prior to the end of September of each school year, the Treasurer of the Federation shall notify the business office of the Corporation of the total amount of the annual dues and the amount to be deducted from each check.
 3. The proceeds of the deductions shall be forwarded to the Treasurer of the Federation on the same date as the pay date of checks from which the dues were withheld.
 4. Written authorizations shall remain in effect unless and until revoked by the teacher in writing. The business office shall notify the Federation of any such written revocations.
- B. Federation Business Leave.** The Federation President or a teacher designated by the Federation President may have up to ten (10) days leave with full compensation within a school year for the purpose of conducting Federation business. No more than two (2) individuals may use Federation leave on any one (1) school day. Federation leave days may be used in one-half (1/2) day units.

ARTICLE IV

Salary and Other Compensation

- A. ISTRF Payment by Employer.** In addition the compensation provided to teachers pursuant to this Contract, the Board agrees pay directly to the Indiana State Teachers retirement Fund the 3% Indiana State Teacher Retirement contribution required of teachers, but not to exceed 3% of said compensation.

B. Compensation Plan.

1) Beginning Salary for Teachers New to the School Corporation

- a. Teachers new to Blackford County Schools will be paid based upon their experience and education as outlined on the salary schedule found in Appendix A on page 31.
- b. Years of experience of new hires may be reduced by the corporation by up to fifty (50) percent, rounded to the nearest full year
 - a. This reduction shall be by mutual consent of the Superintendent, the new hire, and the Federation President or his/her designee
 - b. Once the reduction has been made, no change can be made to restore the years of experience in the future
 - c. It is understood by the parties that the intent of this language is to hire experienced and qualified teachers in an effort to have a good distribution of teaching experience within the teaching staff
- c. In addition to the starting salary for teachers new to Blackford County Schools, the starting salary may include one of the following entry level adjustments, as agreed on by the superintendent and the Federation President, based on the teacher being appropriately licensed and employed to teach in the areas as follows:

Level 1 - \$1,500.00 additional adjustment

Special Education
Math 7-12 (Not listed in Level 2)
Science 7-12 (Not listed in Level 2)
English Language Arts 7-12

OR

Level 2- \$3,000.00 additional adjustment

Chemistry
Calculus
FACS 7-12
Pre-Calculus (Trig)
Physics

Speech and Language Pathologist
Hearing Impaired
Visually Impaired

2) Blackford County Schools Compensation Plan for the 2017-18 school year

a. Statutory Criteria of Evaluation (Average Summative Evaluation Score) and Statutory Criteria of Experience

Teachers will receive an Average Summative Evaluation Score which is computed by adding the sum of each summative evaluation and then dividing by the total number of summative evaluations the teacher received during the school year (will be greater than two if teacher required an improvement plan)

A certified employee must earn an Average Summative Evaluation score of Effective or higher, be under contract with Blackford County Schools as a teacher, and had been in attendance and worked a minimum of 120 days in order to qualify for any of the following incentives:

Evaluation:

A salary base increase of Four Hundred and Fifty (\$450.00) will be added to any teacher's base who qualifies on the Evaluation criteria.

Experience:

A salary base increase of Two Hundred Twenty Five (\$225) will be added to any teacher's base who qualifies on the Experience criteria.

Total Salary Base Increase:

If a teacher qualifies for both Evaluation and Experience criteria, that teacher could receive a total base salary increase of One Thousand Eight Hundred Dollars (\$675).

This base increase will be for the 2018-2019 school year and the qualification will be based on the evaluation and other data for the 2017-2018 school year.

b. Stipends:

1. In addition to the base salary raise indicated above, each teacher who received an evaluation of effective or highly effective in the 2017-2018 School Year will receive a one-time stipend of (\$800).
2. Dual Credit Stipend: The corporation will provide an \$800 stipend to teachers for each dual credit course title taught, whether the course is one semester or two semesters in length. The stipend will be

awarded one time per dual credit course title regardless of the number of sections of the course. (Teachers are required to submit an AP voucher at the end of the school year for payment)

c. Miscellaneous provisions

A teacher rated ineffective or improvement necessary under IC 20-28-1.5 (c) in a prior year may not receive any raise or performance bonus for the following year if the teacher's employment contract is continued.

The salary range for 2018-2019 before any 2018-2019 salary increases is \$36,000 - \$65,495. The salary range for 2018-2019 after the 2018-2019 salary raises is \$36,000 - \$66,170

Based on anticipated evaluation results, the parties believe that all funds will be distributed and that no redistribution will be necessary. However in the event that there are funds that were otherwise allocated for teachers rated in ineffective or improvement necessary, those funds will distributed to eligible teachers in the form of a stipend.

- C. Extra Duty Pay Schedule.** Teachers assigned extra duties shall be paid in addition to their basic salary amount, the amounts stipulated in Appendix B.
1. While extra duty assignments after the basic school day hours may be offered to teachers on a year-to-year basis at the sole discretion of the board, teachers are not required to accept extra duty assignments unless the Board is unable to fill vacant positions with acceptable volunteers.
 2. All head coaching jobs may be subject to an eighteen percent (18%) fluctuation downward if change in personnel occurs. If the salary is adjusted downward, it shall be restored to the scheduled amount within three (3) years of the adjustment.
- D. Severance Pay.** Severance pay shall be provided according to the following requirements and provisions to any teacher who voluntarily leaves employment of the School Corporation:
1. For any teacher under regular contract with the Blackford County Schools or on

Board-approved leave, unused accumulated sick leave days and years of teaching service in this school corporation will be paid as stipulated below, provided the teacher has.

- a. The last ten (10) years teaching experience in this school corporation accompanied by evidence that the teacher is planning permanent retirement from teaching, or
 - b. At least eighteen (18) years teaching experience in this school corporation.
2. The teacher must notify the Office of the Superintendent of intent to leave not later than May 15 in the school year prior to the first school year of the separation; provided, however, that the requirement for notification may be waived in case of retirement due to disability. In the event that notice is not given prior to May 15, then the Board is not required to make payment in the last check as provided in Subsection 4 below; instead, the Board will be required to make payment no later than the end of the first full week of the subsequent January.
 3. Payment will be a part of said teacher's last check based upon the accumulated sick leave total and unused personal leave as of the last day of the last school year of employment and upon the years of teaching service in this school corporation as follows:

Unused accumulated sick leave and unused personal leave paid at
the rate of Sixty Dollars (\$60.00) per day.
 4. The severance pay shall not exceed the sum of thirteen thousand five hundred dollars (\$13,500).

E. Social Security/Medicare Bridge. Part 1. For those teachers who retired prior to the 2010-2011 school year, in addition to provisions of Section D of this Article, any teacher having at least twenty (20) years experience in this School Corporation and retiring at an age of at least fifty-five (55) years and not qualifying for the benefits of the Blackford County School's Retirement Savings Plan of Article IV, Section F, shall receive a Social Security/Medicare Bridge during each successive year for ten years or until the teacher qualifies for Medicare, whichever is the earlier occurrence.

1. The Bridge benefit shall be the payment of an amount equivalent to current total family premium cost of the middle health insurance plan (now called Plan 2 Low Deductible Plan) at the time of the teacher's retirement plus an amount equal to that percentage of future premium increases for the middle plan as the School Corporation contribution is of the total premium for the middle health insurance

plan.

This Bridge benefit will be paid to the retired teacher through the Section 125 plan in order to allow a retired teacher to allocate a portion of the total amount to health insurance premiums.

2. None of the Bridge benefits shall be greater than Eleven Thousand Nine Hundred Eighty-eight Dollars (\$11,988.00).
3. Effective for the 2003-2004 school year, the School Corporation will contribute to every teacher eligible for the Social Security/Medicare Bridge and employed under regular contract an amount equal to one-half of one percent (1/2%) of the teacher's regular salary on the regular individual teacher contract to the teacher's 401(a) account. The School Corporation's contribution will be submitted to the 401(a) vendor on or before July 1st following each school year.
4. Teachers applying for Bridge benefits must notify, in writing, the Office of the Superintendent, on or before May 1 preceding the first school year of retirement. The Board may approve exceptions for reasons of health or other emergencies.
5. If, after application for Bridge benefits in which the teacher provided notice of the family insurance option as provided in Section E, ELECTION TWO: 4 of this Article, the teacher dies before receiving his full entitlement, the School Corporation will maintain coverage, if coverage was requested for the spouse at the time of retirement, for the surviving spouse within the Board's medical and hospitalization insurance with all costs paid for those years for which the teacher would have eligibility for payments if the teacher had survived.
6. The Bridge benefits provided in this section shall be available to those teachers who have given notice of retirement to begin after the 1999-2000 school year, but shall not be applicable to any teacher whose retirement began prior to the 1999-2000 school year. The benefits for retired teachers who have retired prior to the 1999-2000 school year will be governed by the collective bargaining contract that was effective at the time of the retired teacher's retirement from the School Corporation.

Social Security/Medicare Bridge. Part 2.

2011 Restructuring of the Social Security/Medicare Bridge

During the negotiations which preceded the simultaneous agreement upon the 2010-2011 and 2011-2012 Collective Bargaining Agreements the previous existing Social

Security/Medicare Bridge set forth in Part 1 was amended as follows:

- A. For those eligible teachers retiring at the end of the 2010-2011 school year who complied with all of the qualifying retirements will receive the Bridge Benefits as provided in Part 1 with the exception that the annual Bridge Benefit will be limited to a maximum of Ten Thousand Dollars (\$10,000.00) per year.
- B. Eligible Teachers For Future Bridge Benefits.

Teachers who were not qualified for the benefits of the Blackford County Schools' Retirement Savings Plan of Article IV, Section F and were employed for both the 2010-2011 and 2011-2012 school years will be eligible to participate in the 2011 Restructuring of the Social Security/Medicare Bridge ("2011 Restructuring") set forth in this Part 2.

Teachers eligible for the 2011 Restructuring will no longer be eligible for the benefits set forth in Part 1 and will be only eligible for one of the following two sets of benefits which they may elect pursuant to this Part 2:

ELECTION ONE:

A one-time "buyout" deposited into the teacher's account of 401(a) Plan based on the years of service as of the start of the 2011-2012 school year.

| | |
|------------------------------|---|
| 30 and 30+ years of service | A deposit of \$25,000 |
| 20 to 29 years of service | A deposit of \$15,000 |
| 16 to 19 years of service | A deposit equal to the total of \$700 per year of service |
| 8 to 15 years of service | A deposit equal to the total of \$500 per year of service |
| Less than 8 years of service | No deposit |

This deposit will be made into the teacher's account prior to December 1, 2011.

In addition to the above, the following benefit will continue:

The School Corporation will contribute to every teacher eligible for the Social Security/Medicare Bridge and employed under regular contract an amount equal to one-half of one percent (1/2%) of the teacher's regular salary (on the regular individual teacher contract) to the teacher's 401(a) account. The School Corporation's contribution will be submitted to the 401(a) vendor on or before July 1st following each school year.

ELECTION TWO:

In addition to provisions of Section D of this Article, any teacher having at least twenty (20) years' experience in this School Corporation and retiring at an age of at least fifty-five (55) years and not qualifying for the benefits of the Blackford County School's Retirement Savings Plan of Article IV, Section F, shall receive, commencing with the month of the teacher's 59th birthday, a Social Security/Medicare Bridge during each successive year for six (6) years or until the teacher qualifies for Medicare, whichever is the earlier occurrence. If a teacher qualifies for this benefit but is not fifty-nine (59) years old at the time of retirement the teacher qualifies for the Bridge benefit but the payments do not commence until the month of the teacher's 59th birthday.

1. The Bridge benefit shall be the payment of an amount equivalent to Five Thousand Dollars (\$5,000.00).

This Bridge benefit will be paid to the retired teacher through the Section 125 plan in order to allow a retired teacher to allocate a portion of the total amount to health insurance premiums.

2. The School Corporation will contribute to every teacher eligible for the Social Security/Medicare Bridge and employed under regular contract an amount equal to one-half of one percent (1/2%) of the teacher's regular salary (on the regular individual teacher contract) to the teacher's 401(a) account. The School Corporation's contribution will be submitted to the 401(a) vendor on or before July 1st following each school year.
3. Teachers applying for Bridge benefits must notify, in writing, the Office of the Superintendent, on or before May 1 proceeding the first school year of retirement. The Board may approve exceptions for reasons of health or other emergencies.
4. If, after application for Bridge benefits in which the teacher provided notice of the family insurance option as provided in Section E, ELECTION TWO: 4 of this Article, the teacher dies before receiving his full entitlement, the School Corporation will maintain coverage, if coverage was requested for the spouse at the time of retirement, for the surviving spouse within the Board's medical and hospitalization insurance with all costs paid for those years for which the teacher would have eligibility for payments if the teacher had survived.

A written record of the option for each teacher eligible to elect will be maintained by the School District.

F. Blackford County Schools Retirement Savings Plan.

- a. During the 2003-2004 school year, the School Corporation will establish and maintain the Blackford County Schools' Retirement Savings Plan ("Retirement Savings Plan"). The provisions for such a program are set forth in the plan document. This Plan will be a 401(a) qualified plan. Teachers hired after January 1, 2004, but before July 1, 2011, and teachers designated as "grandfathered teachers" for this Retirement Savings Plan will be in this Retirement Savings Plan and eligible for benefits. These retirement benefits are in lieu of and teachers eligible for the Retirement Savings Plan shall not receive any benefits under Article IV, Section F.
- b. Effective with the 2003-2004 school year, the School Corporation will contribute to every teacher eligible for the Retirement Savings Plan and employed under regular contract an amount equal to two percent (2%) of the teacher's regular salary (on the regular individual teacher contract) to the teacher's account in the Retirement Savings Plan. The School Corporation's contribution will be submitted to the Retirement Savings Plan vendor on or before the July 1st following each school year.
- c. Teachers will have the option of continuing to invest their dollars in 403(B) plans already in existence subject to the statutory contribution limits.
- d. A teacher with five (5) years of service with the Blackford County Schools, at which time the teacher will become fully vested in the Plan. A teacher whose employment is terminated prior to vesting will have the value of their Retirement Savings Plan forfeited to the plan and that amount will be utilized as part of the School Corporation's next required contribution. The School Corporation will disclose and provide a written notice to the Federation of the amount, if any, that has been forfeited and used to reduce the School Corporation's contribution that year. Effective January 1, 2011, the vesting for the Plan will be five (5) years experience with the Blackford County Schools.

- G. Service Years Pay.** All teachers who have completed more than twelve (12) years of teaching service in the Blackford County Schools shall receive a payment of One Hundred Dollars (\$100.00) for each year of service in the Blackford County Schools. Each July following the July in which any teacher first qualifies for the purchase of years

of service in excess of their twelfth (12th) year of service, if that teacher then accrues another year of service, then teacher will be entitled to receive an additional One Hundred Dollars (\$100.00) to the teacher's 401(a) account. These payments will be made to the teacher's 401(a) account prior to the start of the next school year following the July qualification date.

H. **Mileage.** Reimbursement for approved travel during the period of July 1 through June 30 shall be at the IRS rate in effect on July 1st commencing such time period.

I. **Pay Dates.** Basic salaries of teachers shall be paid in either twenty-one (21) or twenty-six (26) pays, with the first and last pays being adjusted and the other pays being equal. New employees or employees that elect to receive 21 pays the previous year shall have the option of receiving twenty-seven (27) pays with the first pay prorated for the number of days the employee has worked.

1. The first pay shall reflect pay equal to the number of days worked in the first pay period, but shall not exceed the amount of an equal pay.
2. The last pay may be adjusted to reflect changes in deductions, tax status, and other similar circumstances.
3. It is also understood that the amounts and number of pays may be adjusted to reflect absence with loss of pay, working less than a full school year, final payment due an employee, severance pay, pay for additional training, and other similar circumstances.
4. Each teacher shall elect the pay option for the following school year by notifying the Office of the Superintendent in writing on or before July 1st.
 - a. Any teacher who does not serve notice each year as herein provided shall be paid in accordance with the pay option last selected.
 - b. Once selected by the teacher, the method of payment shall not be changed during any school year.
5. Payment for extra duties will be made pursuant to the Schedule set forth in Appendix B.

J. **Involuntary Transfer Stipend.** Any teacher who is notified of an involuntary transfer of position or classroom on or after two weeks from the first teacher work day of the school year shall receive a Two Hundred Dollar (\$200.00) stipend.

- K. Extra-curricular Pass.** Teachers will be issued a non-transferrable pass which will allow each teacher and his spouse (or guest if teacher is single) to attend home extra-curricular events with the exception of tournaments, where the teacher’s presence is required or where the teacher voluntarily agrees to perform supervisory or assigned responsibilities.
- L. Curriculum Rate.** Upon approval of the business/superintendent’s office, teachers shall receive \$25.00 hour for curriculum or professional development that occurs outside of the regular teaching contract and is at the request of the administration.
- M. Hourly Rate.** When teachers are paid based upon an hourly rate (i.e. summer school) the corporation shall utilize a 7.5 hour day to calculate the rate.
- N. Back Ground Checks** Blackford County Schools will pay for the background checks for current employees as required by I.C. 20-26-5-10(f), (h), (i).

ARTICLE V

Leaves

A. Unrestricted Paid Leave and Sick Leave Days.

- 1. Unrestricted paid leave to be used as provided by this Section shall be credited annually to each teacher as follows:
 - a. Twelve (12) days during the first year of employment
 - b. Eleven (11) days in each succeeding year

The contractual allotment of annual short-term leave days shall constitute compliance with the School Corporation’s statutory obligation to provide a certain number of days for sick leave and personal leave.

Use of unrestricted leave days, except for the reasons authorized in Section 3.a and Section 3.b below, shall neither immediately precede nor immediately follow a school recess or vacation period which results in an extension of such period, provided, however, that this provision shall not prohibit regular business use of such days. The Superintendent, or his designee, may ask the employee requesting one of these days whether the granting of this day as personal business is for the purpose of extending the vacation or holiday period. If the teacher answers “No”, the Superintendent or his designee shall not require further verification from the teacher unless there is some circumstance which gives rise to reasonable basis to

conclude that the recess or vacation period is being extended.

Written notification of intent to use short-term leave for reasons other than those identified in Section 3.a and Section 3.b below should be made at least two (2) days prior to use of such leave.

2. Unrestricted leave shall be credited annually to each teacher on the first day of his employment year.
3. Terms of use of unrestricted leave when a teacher terminates employment:
 - a. A teacher who gives proper notice per Article IV.D.2 of retirement or resignation to become effective at the end of the school year or a mutually agreed to date shall continue to use unrestricted leave per Article V.A.1.
 - b. In the event a teacher cancels his/her contract in a manner other than described in section “a” above may use unrestricted days only for substantiated FMLA qualifying events.
 - c. If use of unrestricted leave is denied, the teacher may appeal if the teacher believes the use of unrestricted leave was necessary and legitimate. The appeal shall be heard and a determination shall be made by the Federation President and the Superintendent.
 - d. In the event the teacher disagrees with the decision made by the Federation President and the Superintendent, the teacher may file a grievance.
4. Unrestricted leave days shall be accumulated as sick leave from year to year up to the maximum provided for in Section A(5) below. Accumulated days may be used only after the annual allotment has been depleted then only for the purpose of:
 - a. personal illness and/or medical appointments of the teacher, or
 - b. illness of the teacher’s spouse, child, step-child, grandchild, parent, step-parent, parent-in-law, brother, or sister.
5. Unused unrestricted leave days shall accumulate as sick leave days up to the maximum provided for in Section A(6) below. The maximum limitation will be applied at the end of each school year. At the start of each school year, a teacher will have their accumulation up to the maximum and any additional leave entitlement for that school year.
6. Unused unrestricted leave days shall accumulate as sick leave days up to the maximum of one hundred ninety-two (192) days. The maximum limitation will be applied at the end of each school year. At the start of each school year, a

teacher will have their accumulation up to the maximum and any additional leave entitlement for that school year.

Contingent upon the State Tax Board or its successor approving a Senate Enrolled Act 199 Pension Bond for the Blackford County Schools, that sick leave accumulation maximum will be reduced effective at the end of the school year following the sale of the pension bonds to a maximum of one hundred twenty (120) days. At the time of the implementation of the new one hundred twenty (120) day maximum any teacher who has more than that maximum will receive a buy down of those days in excess of the maximum. The School District will pay to the teachers 401(a) account an amount equal to Sixty Dollars (\$60.00) per accumulated day in excess of the new maximum.

Furthermore as contingent upon the implemented of the one hundred twenty (120) days maximum at the end of any school year in which a teacher's sick leave accumulation has exceeded the maximum of one hundred twenty (120) days that excess accumulation shall be designated as annual buy-back days and the teacher will be paid Sixty Dollars (\$60.00) for each day in excess of the maximum accumulation. Such compensation for annual buy-back days shall be paid to the teachers 401(a) account on or before July 1 following each school year. There will not be vesting requirements for any such contributions.

7. Each teacher who is employed by the Board under a supplemental service contract for summer school shall be credited with one additional short-term leave day at the first day of his employment under said contract.
8. Sick leave days accumulated by a teacher prior to a leave of absence and not used during the leave shall remain to the credit of the teacher upon return.
9. Accumulated sick leave shall be applicable to both regular and summer school. The short-term leave summer school entitlement shall be applicable for the summer school for which it was credited and the following school year. Days used for sick leave during summer school shall be deducted at the rate of one-half ($\frac{1}{2}$) day for scheduled teaching assignments of one-half ($\frac{1}{2}$) day or less.
10. Prior to October 1 of each school year, the Board will notify each teacher in writing of the number of the teacher's accumulated sick leave days.
11. In addition to the sick leave provided for above, when a teacher with prior experience in the Indiana Public Schools System is newly employed in the Blackford County Schools, sick leave earned in the previous situation will be credited to the teacher at the beginning with his second year of employment at the

rate of three (3) days per year until all previous accumulated sick leave days have been credited.

B. Bereavement Leave. In the case of death in the immediate family of a regularly employed teacher, the teacher is entitled to be absent without loss of compensation on any of five (5) school days within a ten (10) calendar day period commencing on the day of the death.

1. “Immediate family” is interpreted as including only father, mother, brother, sister, husband, wife, son, daughter, daughter-in-law, son-in-law, father-in-law, mother-in-law, stepchildren, step-parents and grandchildren by marriage, blood, or law. Any other person who at the time of death was living as a member of the teacher’s household will be considered as a member of the immediate family.
2. In case of death of a grandparent, grandparent-in-law, niece, nephew, uncle, aunt, brother-in-law, sister-in-law, step-brother, or step-sister by marriage, blood, or law not living in the household of the teacher, the teacher is entitled to be absent without loss of compensation for a period extending not more than two (2) consecutive calendar days, provided, however, that
 - a. the teacher does attend in person the last burial rites of the stated family member not living in the household of the teacher;
 - b. the burial rites occur while said teacher is performing duties as assigned by the Board under a valid teacher’s contract; and
 - c. the burial rites do not occur during the time when said teacher is absent from assigned duties due to vacation, or leave of absence, sick leave, or leave for personal business.

C. Court Leave. The Board will compensate a teacher who is subpoenaed:

1. to serve jury duty or to testify in court as a witness in a case in which he is not personally involved or
2. to testify in court in any suit arising out of the performance of the duties for, or employment with, the school corporation, or to testify before a judicial or legislative body legally empowered to issue said subpoena in a matter arising out of the performance of the duties for, or employment with, the school corporation for the number of days mandated to perform such obligation, provided, however, that said compensation shall not be paid to said teacher

- a. in the event said teacher is the plaintiff, or is subpoenaed by or on behalf of the plaintiff, in a suit, or judicial, legislative, or administrative procedure against said school corporation or Board, or
 - b. in the event said teacher is the defendant, or is subpoenaed by or on behalf of the defendant, in a suit or judicial, legislative, or administrative procedure brought by said school corporation or Board.
3. During the period of required absence for such mandated duty as provided herein, the teacher shall be paid full regular salary, provided the total amount of per diem allowance earned by such teacher, if any, is remitted by the teacher to the school corporation.

D. Temporary Disability Leave. In compliance with FMLA benefits and upon application, the Board shall grant a temporary disability leave of absence to teachers of this school corporation on the following basis:

1. Application of Provision

- a. This provision shall apply to leave in all cases where a teacher is unable to teach because of a temporary disability caused by major surgery, pregnancy, childbirth, physical or mental illness, or injury.
- b. In case of temporary disability caused by pregnancy, the teacher is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, provided the teacher submits with the written notice required herein, a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable.
- c. In cases other than the provisions of 1.b above (pregnancy), a teacher shall provide a written statement from his physician attesting to the teacher's temporary disability.
- d. If the teacher elects to utilize her sick leave under the provisions of Subsection 3.b herein, and said sick leave is exhausted during her temporary disability caused by pregnancy, the remainder of the leave will be without pay and subject to all other provisions contained herein.

2. Notification

After determination that such leave is imminent, the teacher shall give notice to

the Office of the Superintendent, in writing, of the anticipated date he wishes to commence said leave of absence and anticipated date of return.

3. General Provisions Covering Temporary Disability Leaves Are as follows:

- a. If a teacher desires to continue his duty assignment prior to the commencement of a leave, the teacher will be permitted to continue on full active duty until such date, provided he does perform the full duties and responsibilities of his position and assignments, and provides, if requested by the Board, a written statement from his physician attesting to the teacher's ability to continue performing the full schedule of duties and responsibilities of his position and assignments.
- b. A teacher may elect to utilize his accumulated sick leave during his period of temporary disability. While on leave, sick leave days will be paid only for the number of assigned duty days the teacher is absent for which the teacher is temporarily disabled, limited to the extent of the number of sick leave days accumulated by the teacher at the time said leave commences. If sick leave is exhausted during the temporary disability leave period, the remainder of the leave will be without pay and subject to all other provisions contained herein.
- c. In all such cases the Board reserves the right to require certification by a physician of the teacher's fitness to return to employment and resume the full performance of the duties and responsibilities to which he may be assigned.
- d. Except for a temporary disability caused by pregnancy as is provided herein, no leave under this provision shall be granted for a period exceeding one (1) year.

E. **Health Clinic Leave.** In an effort to help promote the overall health of our instructional staff and their families, teachers will be credited one (1) Health Clinic Leave annually each year to schedule and visit an East Central Indiana School Trust Health Care Clinic.

Unused Health Clinic Leave days shall not accumulate.

F. **Unpaid Leave.** Upon application by the teacher and approval by the Board a leave of absence, without pay or benefits, may be granted to a teacher for a period of up to one (1) year.

1. If the teacher is granted an unpaid leave, he is required to:

- a. Notify the Office of the Superintendent at least sixty (60) days prior to the expiration of the leave that he intends to return to employment the first assigned duty day of the next ensuing school semester from the date of termination of the leave and,
 - b. Accept an offered position for which he is qualified.
2. The teacher may be permitted to return to full employment prior to the termination date of said leave provided
- a. The teacher notifies the Office of the Superintendent, in writing, at least sixty (60) days prior to the date he wishes to return,
 - b. Said teacher furnishes, upon request, a written statement from his physician attesting to his ability to resume the full performance of the duties and responsibilities to which he may be assigned, if the leave was granted for medical reasons, and
 - c. There is a classroom teaching position open on the staff for which he is qualified.
3. In the event the teacher gives notice of his intention to return and furnishes the physician's statement as provided herein and no position is open, the teacher will be offered a position for which he is qualified no later than the beginning of the next school year.
- G. Study Leave.** The Board may grant a leave of absence for up to one (1) year without pay upon application of a teacher for the purpose of full-time advanced study for a master's or higher degree.
1. The purpose of such advanced study shall be one which had direct benefit to the school corporation and shall meet the approval of the Superintendent and Board.
 2. Application for such leave must be made to the Office of the Superintendent not later than July 1 preceding the requested year of absence.
- H. Educational Leave.** A leave of absence with pay may be granted for attendance at educational meetings or visits to other schools, either of which must be approved in advanced by the Superintendent. If leave is by Superintendent's request, expenses will be paid. If school is canceled by the Board on the day(s) of such pre-arranged absence, the teacher will not be required to attend the meeting or make the visit.
- I. Adoption Leave.** Upon application, the Board will grant a teacher an adoption leave of absence without pay or benefits for a period not to exceed one (1) year.

- J. **Military Leave.** Military Leave will be granted to any teacher who is inducted into any branch of the Armed Forces of the United States or who enlists.
1. Upon return from such leave, a teacher will be placed on the salary schedule at the level which he would have achieved had he remained actively employed in the system during the period of his absence, up to a maximum of four (4) years.
 2. Persons serving with the Armed Forces or cooperating auxiliary branches shall, upon honorable discharge or separation, be readmitted to teaching in a position comparable to the one surrendered by the individual when he left the school corporation.
 - a. The teacher shall have up to sixty (60) days after release from active duty to notify the Board of his intention to return to the system.
 - b. In the event that the veteran's former position is filled and an identical position is not available, then the veteran will be placed in a temporary position until a satisfactory adjustment can be made.
- K. **Reserve/National Guard Leave.** If National Guard or reserve encampment or a period of active training due to emergency situation should occur during the school year, the teacher required to participate shall be granted a temporary leave of absence.
- L. **Military Service Credit.** Full credit for military service will be allowed to all veterans who took the oath of allegiance, served in either combat or noncombat units, and were honorably discharged.
1. A year shall be defined as at least eight (8) months of military service or a combination of military service and school teaching experience occurring between the dates of July 1 and June 30.
 2. In no case shall a teacher receive more than the number of years he would have received as a teacher had his career not been delayed or interrupted.
 3. The same rules will be followed in case of service in the Red Cross or U.S.O. during a period of hostility.
- M. **Participation in Group Insurance.** A full-time teacher employed under regular contract on a Board approved leave may continue to participate in Board approved group insurance programs by paying the entire premium to the Board no later than fifteen (15) days prior to the premium due dates. Neither the Federation, the Board nor the School Corporation shall be held liable due to any lapse in insurance coverage as a result of a teacher's failure to remit said premiums as required herein.

N. **Injury on the Job.** A teacher injured on the job shall be entitled to pay for the remainder of the day on which the injury occurs, and any time lost from work on such day shall not be charged against the teacher's sick leave or personal leave.

O. **Family and Medical Leave Act.** Provisions Implementing the Family Medical Leave Act. Teachers shall have the right to both the appropriate family and medical leave and the appropriate designated benefits provided by the Family and Medical Leave Act ("FMLA"). Any provision of this contract which restricts any mandatory leave and/or mandatory benefit(s) of the FMLA will not have any effect for any teacher who has a right to a leave and/or benefit under the Act. For any leave or benefit for which a teacher qualifies for under the FMLA but not this contract, the School Corporation may:

1. Require a teacher to verify and/or certify any information which an employer may require under the FMLA; or
2. It may elect any option available to it under the FMLA;

Provided, however, the School Corporation agrees not to seek reimbursement from teachers who fail to return to work after a FMLA leave even though that is an employer option under the FMLA.

P. **Sick Leave Bank.** A voluntary sick leave bank shall be established whereby a teacher who is absent from assigned duties due to personal illness of the teacher and who has utilized all sick leave and personal leave may petition a committee, as established herein, for sick leave days from the bank under the following conditions:

1. Except as provided herein below, the number of accumulated days in the bank shall not exceed one hundred ninety (190) days, provided, however, that even though such contribution by such veteran or newly hired teacher would cause an accumulation of days in excess of the maximum specified herein;
2. To become a current member of and participate in the bank a teacher must contribute one (1) sick leave day to the bank not earlier than August 1st nor later than September 15th of each year, and such day contributed shall be nonreturnable to the employee.
 - a. In the event that the number of accumulated days in the bank at the beginning of a school year is of sufficient number that a contribution of one (1) sick leave day by all teachers who are current members of the bank would cause the maximum number of days specified hereinabove to be exceeded, the current year's contribution by all such current members shall be suspended.

- b. If the normal annual contribution is suspended as provided in Subsection 2(a) above and the bank is then depleted during the school year, the current year's contribution shall be assessed at the time of such depletion.
 - c. A veteran teacher who is not a current member of the bank may become a member by contributing one (1) sick leave day to the bank not earlier than August 1 nor later than September 15 of any school year.
 - d. A teacher who is newly hired in the school corporation shall have fifteen (15) days from the date of initial duty assignment, or until September 15 of any school year, whichever is later, during which time such teacher may choose to become an active member of the bank by contributing one (1) sick leave day.
3. Teachers may be granted days from the bank under the following conditions:
- a. The teacher must have utilized and exhausted said teacher's own accumulated sick leave and personal leave;
 - b. Written certification will be provided from the teacher's physician substantiating the illness and certifying that the absence will continue during a period of at least ten (10) consecutive days following the utilization and exhaustion of all said paid leave benefits as provided herein;
 - c. Written application must be made by or on behalf of the teacher no later than twelve (12) days after exhaustion of said paid leave benefits;
 - d. The teacher must have been absent for at least four (4) consecutive duty days after exhaustion of said paid leave benefits;
 - e. Upon resumption of employment after using days from the bank, said teacher shall repay the number of days owed to the bank (number of days borrowed minus number of days contributed) at the rate of two (2) sick leave days per year, even though such contribution would cause an accumulation of days in excess of the maximum specified hereinabove, plus said teacher shall continue to contribute one (1) day per year as provided hereinabove in Section 2.
 - f. If a teacher leaves employment of the school corporation, any days owed to the bank shall be waived.

- g. At the time the teacher becomes eligible to draw benefits from his/her long term disability insurance, eligibility for use of days from the bank shall cease.
- a. A three (3) member sick leave bank committee shall be established to receive written requests and allot days from the bank according to the provisions herein, under guidelines established by the committee.
 - a. The committee shall be composed of two (2) persons appointed by the Federation and one (1) person appointed by the superintendent.
 - b. Days allotted by the committee to an individual employee shall be available for use beginning with the fifth (5th) consecutive day of absence after exhaustion of the employee's said paid leave benefits, and such allotment to a teacher by the committee shall not exceed a fixed maximum as is established by the committee.
 - c. The committee shall be limited to a total allotment of one hundred ninety (190) days per year.
 - d. The committee shall not grant days for child-rearing in a situation where the teacher is not actually temporarily disabled.
- 5. In case of a chronic or continuing illness of a teacher, the committee may request the Board to waive certain qualifying provisions of this sick leave bank. Only the Board has authority to waive such provisions.
- 6. Any days granted by the committee to an individual teacher shall terminate effective the earliest date as hereinafter provided:
 - a. The day after the last day of the term of employment for the school year, or
 - b. The day after the last day of allotted number of days granted by the committee, or
 - c. The first day of return to employment subsequent to the granting of days by the committee.

ARTICLE VI

Insurance

A. Medical Insurance.

The amount specified below, but not to exceed the actual cost of the premium, will be paid by the Board toward the cost of hospital, surgical, and medical care type insurance including major medical for each teacher employed under regular contract and enrolled in the School Corporation's group, single or family medical insurance plan, with the teaching paying not less than one dollar (\$1) per year.

The maximum Board payment per teacher will be:

The following provision will be in effect commencing at the start of the 2018-2019 school year:

Plan 2 – A Low Deductible Plan@

Single coverage per year - \$4,660.00

Family coverage per year - \$11,624.00

Plan 3 – A High Deductible Plan@

Single coverage per year - \$5,260.00

Family coverage per year - \$13,124.00

Plan 4 – Highest Deductible Plan@

Single coverage per year - \$5,260.00

Family coverage per year - \$13,124.00

Plan 5 – Health Savings Account@

Single coverage per year - \$5,260.00

Family coverage per year - \$13,124.00

The above contribution level for 2018-2019 is the total amount that will be paid over the entire school year.

B. Dental Insurance. The Board will provide payment per teacher for dental insurance as follows:

Single coverage per year - \$458.00

Family coverage per year - \$1,158.00

Effective January 1, 2008, the Board contribution to the Dental Insurance plans will change so that the ratio of the Board contribution to total premiums will remain unchanged. The Board's contribution will be stated in dollar amount and that dollar amount will be the status quo.

- C. **Vision Insurance.** The Board will provide payment per teacher for vision insurance as follows:

Single coverage per year - \$90.00

Family coverage per year - \$203.52

Effective January 1, 2008, the Board contribution to the Vision Insurance plans will change so that the ratio of the Board contribution to total premiums will remain unchanged. The Board's contribution will be stated in dollar amount and that dollar amount will be the status quo.

- D. **Term Life Insurance.** The Board will provide a term life insurance policy in the amount of \$50,000 coverage per teacher employed under regular contract and enrolled in the school corporation's group term insurance plan, with the teacher paying not more than one dollar (\$1) per year. The Board also will provide and pay for a dependent term life insurance policy in the amount of \$2,000 coverage for the teacher's spouse and \$1,000 coverage for each child.

- E. **Long-Term Disability Insurance.** The amount specified below, but not to exceed the actual cost of the premium, will be paid by the Board toward the cost of long term disability insurance for each teacher employed under regular contract and enrolled in the School Corporation's group long term disability insurance plan, with the teacher paying one dollar (\$1) per year.

1. All teachers in the bargaining unit shall participate in this plan.
2. The plan shall include a 120 day elimination period as well as 66-2/3% of salary pay benefit and a \$2,050 maximum cap per month.

- F. **Section 125.** Each teacher may participate in the Section 125 plan approved and adopted by the Board.

ARTICLE VII

Grievance Procedure

Section 1. Definitions

- A. A “grievance” is an alleged violation or claimed misinterpretation of a specific article or section of this Contract.
- B. The term “grievant” includes any individual or group of individuals in the bargaining unit or the Federation.
- C. The term “day,” when used in this article, shall mean assigned teacher days. During the summer recess, the term shall mean weekdays (Monday through Friday).

Section 2. Grievant and Representation

A grievant may present a grievance and must do so through the exclusive representative, and the exclusive representative will be present at all stages of the grievance machinery except as is provided in Step One. The adjustment of all grievances shall not be inconsistent with the terms of this Contract.

Section 3. Procedure

Step One:

1. Within twenty (20) days of the time the grievant knew or should have known of the act or condition giving rise to the grievance the grievant shall approach the Building Principal concerned and discuss the matter, or such grievance shall be deemed waived and shall not be processed.

If requested by the grievant a representative of the Federation may accompany the grievant and in such case the Building Principal shall not initiate any consultation with the grievant prior to any scheduled meeting at which the representative is to be present.
2. Within seven (7) days of the presentation of the grievance at Step One the Principal shall render his oral answer to the grievant.
5. It is understood that no grievance shall be advanced to Step Two without first proceeding through Step One unless the grievance involves a proper claim which affects teachers in two (2) or more buildings. In such case the grievance may be initiated at Step Three. If after review, and within seven (7) days, the Superintendent determines such grievance is restricted to one (1) building, he shall route such grievance to the proper building for processing within the time

limits provided. If the Superintendent determines the grievance is properly before him, the grievant or the Federation shall file the written grievance with the Superintendent within seven (7) days of the Superintendent's response.

Step Two:

If the grievance is not resolved in Step One the grievant may file a formal grievance in writing with the Building Principal within either seven (7) days of the oral answer or within fourteen (14) days of the date of the informal meeting at Step One if no oral answer is rendered, whichever is application.

1. The grievance form shall be filed in quadruplicate with one (1) copy for the Federation, the grievant, the Building Principal, and the school central office.
2. The grievance shall: (1) name the employee(s) involved, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this Contract allegedly violated, misinterpreted, or misapplied, (4) state the contention of the grievant with respect to the grievance, (5) indicate the specific relief requested, and (6) be signed by the grievant and the Federation.
3. The grievant may request a meeting with the Building Principal and the Federation representative may accompany the grievant. In any event, within seven (7) days after receiving the written grievance, the Building Principal shall communicate his answer, in writing, to the grievant and the Federation representative, and said answer shall be attached to the grievance.

Step Three:

1. If the grievance is not resolved in Step Two, the grievant or the Federation, within seven (7) days of receipt of the Building Principal's answer, or within fourteen (14) days of receipt of the written grievance by the Principal if no written decision is rendered by the Principal, may appeal to the Superintendent, or his designee, by filing the grievance and the Principal's answer, along with a written response of the grievant and/or the Federation, if desired, with the Office of the Superintendent, which shall receipt therefore. Any such response by the grievant shall be attached to the grievance.

2. The grievant may request a meeting with the Superintendent or his designated representative. The Superintendent, or his designated representative, shall give the grievant an answer, in writing, no later than five (5) days after receipt of the written grievance properly filed with the Office of the Superintendent. Such answer shall be attached to the grievance.

Step Four:

1. If the grievance is not resolved in Step Three, the grievant or the Federation, within five (5) days of receipt of the Superintendent's answer, may appeal to the Board by filing the grievance along with accompanying written responses with the President of the Board.
2. The Board or a designated subcommittee thereof shall hold a meeting with the grievant and the Federation within twenty-one (21) days of the President's receipt of the grievance. The Board shall render its written response to the grievant and the Federation no later than seven (7) days following its next subsequently scheduled regular board meeting.

Section 4. Other Provisions Relating to the Grievance Procedure

1. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.
2. All documents, communication, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant.
3. Time limits herein may be extended only by mutual agreement, signed by the parties.
4. Time limits herein apply to grievants on leave of absence, other than sick leave and emergency leave, as if such grievant were present and working.
5. Any grievance not advanced from one step to the next, within the time limits, shall be deemed resolved by the answer at the previous step but shall not serve as precedent. Any grievance not responded to by the employer representative in a timely manner may be advanced to the next step.
6. Any grievance which arose prior to the effective date of this Contract may be processed only under the contract provisions which were in effect at the time the grievance arose.

ARTICLE VIII

Term and General Provisions

- A. Term and Effect.** This Contract with the exception of those provisions which specifically go into effect or expire by their terms on such other dates shall be effective as of August 1, 2018 and shall continue in effect through June 30th 2018.
- B. Entire Agreement.** This Contract supersedes and cancels all previous contracts or agreements, oral or written between the Board and the Federation and constitutes the entire agreement between the parties. No subject contained in I.C. 20-29-6-4 which is not included in this agreement can be unilaterally changed. Any amendment or agreement supplemental hereto shall not be binding upon either party unless agreed to and executed in writing by the parties.
- C. Savings Clause.** If any Article or Section of the Contract or of any rider thereto shall be held invalid by operation of law or by any tribunal of competent jurisdiction (not to include the Board of School Trustees), or if compliance with or enforcement of any Article or Section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Contract and of any rider thereto, or the application of such Article or Section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.
- D. No Reprisals Clause.** There shall be no suits or reprisals of any kind initiated by the Board, the Federation, a member of the bargaining unit, or any of their respective agents against the Board, the Federation, employees of the school corporation, students, parents, or any other person for any actions in any manner relating to the bargaining during the period from November 17 through November 22, 1983.
- Further, it is understood that any member of the bargaining unit who was absent during the period from November 17 through November 22, 1983, who does not provide documentary evidence of illness shall be docked at his per diem rate for those days absent.
- E. Supremacy.** The parties agree that this Agreement shall supersede any rules, regulations, policies or practices of the Board which would be contradictory or inconsistent with the terms of this Agreement. Any individual contracts between the Board and an individual member of the bargaining unit shall be made subject to this Agreement.

This Contract is made and entered into at Hartford City, Indiana, on this, November 7th 2018 by

and between the Board of School Trustees of the Blackford County Schools, County of Blackford, State of Indiana, party of the first part, heretofore referred to as the “Board,” and the Blackford Federation of Teachers, Local #977, American Federation of Teachers, and an affiliate American Federation of Teachers-Indiana, heretofore referred to as the “Federation”.

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

Board of School Trustees of
the Blackford County Schools

Blackford Federation of
Teachers

President

President

Chief Negotiator of the
Board's Negotiating Team

Co-Chief Negotiator of the
Federation

Team Member

Co-Chief Negotiator of the Federation

Team Member

Team Member

Team Member

Team Member

Team Member

Team Member

THIS CONTRACT RATIFIED BY
THE BOARD OF SCHOOL
TRUSTEES OF THE BLACKFORD
COUNTY SCHOOLS ON
November 7th 2018

THIS CONTRACT RATIFIED BY THE
BLACKFORD FEDERATION OF
TEACHERS ON **November 7th 2018**

APPENDIX A

BLACKFORD COUNTY SCHOOLS

Starting Salary Grid

Effective November 1st, 2017 all teachers new to Blackford County Schools will be paid based upon their experience and education as outlined on the starting salary grid below.

| Years exp. | Bachelors @ 185 days *number of days included for informational purposes only, this is not bargained | Masters or Bachelors + 36 Hours @ 185 days *number of days included for informational purposes only, this is not bargained |
|------------|---|---|
| 0 | 36,000 | 37,500 |
| 1 | 36,500 | 38,750 |
| 2 | 37,000 | 40,000 |
| 3 | 37,500 | 41,250 |
| 4 | 38,000 | 42,500 |
| 5 | 38,500 | 43,750 |
| 6 | 39,000 | 45,000 |
| 7 | 39,500 | 46,250 |
| 8 | 40,000 | 47,500 |
| 9 | 40,500 | 48,750 |
| 10 | 41,000 | 50,000 |
| 11 | 41,500 | 51,250 |
| 12 | 42,000 | 52,500 |
| 13 | 42,500 | 53,750 |
| 14 | 43,000 | 55,000 |
| 15 | 43,500 | 56,250 |
| 16 | 44,000 | 57,500 |
| 17 | 44,500 | 58,750 |

APPENDIX B

ATHLETICS

| EVENT | SALARY* | 1 st Pay Date | 2 nd Pay Date |
|---|---------|--|---------------------------------|
| Athletic Trainer | 8,390 | <i>Paid out in 21 or 26 equal pays</i> | |
| Jr. High Athletic Director | 2,138 | <i>Paid out in 21 or 26 equal pays</i> | |
| Aquatics Director | 6,493 | 2 nd Pay in December | 1 st Pay in March |
| <u>Baseball</u> | | 2 nd Pay in April | 2 nd Pay in May |
| Head Baseball | 4,586 | | |
| 1 st Assistant | 2,291 | | |
| 2 nd Assistant | 2,064 | | |
| 3rd Assistant (*at +36 athletes) | 2,064 | | |
| <u>Basketball</u> | | 2 nd Pay in December | 1 st Pay in March |
| Boys Varsity Basketball | 7,347 | | |
| 1 st Assistant | 3,674 | | |
| 2 nd Assistant | 3,309 | | |
| 3rd Assistant (*at +36 athletes) | 2,205 | | |
| Boys Basketball C 8 th | 2,205 | | |
| Boys Basketball C 7 th | 2,205 | | |
| Girls Varsity Basketball | 7,347 | | |
| 1 st Assistant | 3,674 | | |
| 2 nd Assistant | 3,309 | | |
| 3rd Assistant (*at +36 athletes) | 2,205 | | |
| Girls Basketball C 8 th | 2,205 | | |
| Girls Basketball C 7 th | 2,205 | | |
| Elementary Boys/Girls | 922 | | |
| <u>Pep Club & Cheerleaders</u> | | 2 nd Pay in September | 2 nd Pay in December |
| Head Coach | 2,643 | | |
| Junior Varsity | 2,371 | | |
| 7 th Grade | 794 | | |
| 8 th Grade | 794 | | |
| <u>Football</u> | | 2 nd Pay in September | Last Pay in October |
| Head Varsity Football - H.S. | 7,347 | | |
| 1 st Assistant | 3,674 | | |
| 2 nd Assistant | 3,309 | | |
| 3 rd Assistant | 3,309 | | |
| 4 th Assistant – must have at least 50 on roster | 3,309 | | |
| 5 th Assistant – must have at least | 3,309 | | |

| EVENT | SALARY* | 1 st Pay Date | 2 nd Pay Date |
|--|--|---|---|
| 65 on roster 6 th Assistant – must have at least | 3,309 | | |
| 80 on roster 7 th & 8 th Head Football 7 th & 8 th Assistant | 2,205 1,837 | | |
| <u>Cross Country (Boys & Girls)</u> Head Cross Country - H.S. Assistant Cross Country - H.S. 7 th & 8 th Grade Boys/Girls Head Coach | 3,882 1,574 1,101 | 2 nd Pay in September | Last Pay in October |
| <u>Golf</u> Boys Head Golf - H.S. Girls Head Golf - H.S. | 2,755 2,755 | Boys-2 nd Pay in April Girls-2 nd Pay in September | Boys-2 nd Pay in May Girls-Last Pay in October |
| <u>Soccer</u> Boys Head Soccer - H.S. 1 st Assistant 2 nd Assistant (*at +36 athletes) Girls Head Soccer – H.S. 1 st Assistant 2 nd Assistant (*at +36 athletes) | 3,309 1,654 1,654 3,309 1,654 1,654 | 2 nd Pay in September | Last Pay in October |
| <u>Softball</u> Girls Head Varsity 1 st Assistant 2 nd Assistant 3 rd Assistant (*at +36 athletes) | 4,586 2,291 2,064 2,064 | 2 nd Pay in April | 2 nd Pay in May |
| <u>Swimming</u> Head Swim Coach Assistant Coach 7 th & 8 th Grade Boys/Girls Head Coach 7 th & 8 th Grade Boys/Girls Asst Coach | 4,515 1,654 992 810 | HS-2 nd Pay in December JHS-1 st Pay in March | HS-1 st Pay in March JHS-2 nd Pay in April |
| <u>Tennis</u> Boys Tennis --H.S. Assistant – must have at least 18 on roster Girls Tennis - H.S. Assistant – must have at least 18 on roster | 2,403 1,318 2,403 1,318 | Boys-2 nd Pay in September Girls-2 nd Pay in April | Boys-Last Pay in October Girls-2 nd Pay in May |

| EVENT | SALARY* | 1 st Pay Date | 2 nd Pay Date |
|---|---|--|---|
| <u>Tracks</u> Boys and Girls Head Track - H.S. 1 st Assistant 2 nd Assistant 3 rd Assistant – must have at least 40 on roster Boys and Girls 7 th & 8 th Grade | 3,638 1,821 1,101 1,101 1,101 | 2 nd Pay in April | 2 nd Pay in May |
| <u>Volleyball</u> Girls Head Varsity H.S. 1 st Assistant 2 nd Assistant 3 rd Assistant – must have at least 28 on roster 7 th & 8 th Grade | 3,309 1,654 1,488 1,488 992 | 2 nd Pay in September | Last Pay in October |
| <u>Unified Track</u> Boys and Girls Head Coach 1 st Assistant <u>Unified Football</u> Boys and Girls Head Coach 1 st Assistant | 1100 500 1100 500 | 2 nd Pay in April 2 nd Pay in September | 2 nd Pay in May Last Pay in October |
| <u>Weight Lifting</u> (Fall, Winter, Spring, Summer) | 1,274 | Fall-Last Pay in Oct Winter-1 st Pay in March Spring-2 nd Pay in May Summer-2 nd Pay in August | |
| <u>Wrestling</u> Head Wrestling C H.S. 1 st Assistant 7 th & 8 th Grade | 3,309 1,654 992 | HS-2 nd Pay in December JHS-1 st Pay in March | HS-1 st Pay in March JHS-2 nd Pay in April |

OTHER ACTIVITIES

| EVENT | SALARY* | 1 st Pay Date | 2 nd Pay Date |
|---|--|----------------------------|--------------------------|
| Booster Club Industrial Arts Club Masque & Gavel National Forensic League Jr. High Art Show Science Fair | 323 323 323 323 323 323 | Complete an AP Voucher *** | |

| EVENT | SALARY* | 1 st Pay Date | 2 nd Pay Date |
|---|---------|-----------------------------|--------------------------|
| Jr. High Honor Society | 323 | | |
| Elementary Year Book | 323 | | |
| LEAP | 323 | | |
| Co-chairman for school improvement/ Advanced-Ed Team | 323 | | |
| Medicaid reimbursement position | 323 | | |
| Serve on 1-to-1 Committee 4 positions for high school 2 positions for all other buildings | 323 | | |
| RtI Coordinator 1 position per building | 323 | | |
| New Teacher Mentor (0 years exp.) | 500 | *Assigned by building Admin | |
| New Teacher to BCS Mentor (prev. exp.) | 300 | *Assigned by building Admin | |
| Tutoring Instructor (30 Documented Hours) | 450 | | |
| Sophomore Class Sponsors | 486 | Complete an AP Voucher *** | |
| Freshman Class Sponsors | 486 | | |
| Health Careers Club | 486 | | |
| ICE | 486 | | |
| Library Club | 486 | | |
| Quill & Scroll | 486 | | |
| Fine Arts Show C H.S. | 486 | | |
| Jr. High Student Council | 486 | | |
| Senior Class Sponsors | 650 | Complete an AP Voucher *** | |
| Art Club | 650 | | |
| FHA | 650 | | |
| French Club | 650 | | |
| German Club | 650 | | |
| Japanese Club | 650 | Complete an AP Voucher *** | |
| Latin Club | 650 | | |
| Spanish Club | 650 | | |
| Jr. High Yearbook | 650 | | |
| Jr. High Newspaper | 650 | | |
| Junior Class Sponsors | 810 | Complete an AP Voucher *** | |
| BADD | 810 | | |
| BPA (*Intensive Lab) | 810 | | |
| Science Club | 810 | | |
| Thespians Club | 810 | | |

| EVENT | SALARY* | 1 st Pay Date | 2 nd Pay Date |
|---------------------------------------|---------|----------------------------------|--------------------------|
| Concessions Manager C H.S. | 810 | | |
| Intramurals C H.S. and JR. H.S. | 810 | | |
| GAA All | 810 | | |
| Head Teacher | 810 | Complete an AP Voucher *** | |
| Printing | 810 | | |
| Flag Corps | 1,296 | Complete an AP Voucher *** | |
| Pit Band C per production | 1,296 | | |
| Key Club | 1,460 | Complete an AP Voucher *** | |
| Dramatic Productions C per production | 1,460 | | |
| High School Newspaper | 1,460 | | |
| High School Yearbook | 1,460 | | |
| Student Council C H.S. | 1,460 | | |
| National Honor Society C H.S. | 1,460 | | |
| Debate | 1,734 | Complete an AP Voucher *** | |
| Speech Team | 1,734 | | |
| Pep Band | 1,894 | Complete an AP Voucher *** | |
| High School Coding Sponsor | 2,365 | Complete an AP Voucher *** | |
| Swing Choir C High School | 2,138 | | |
| Department and District Directors** | 1,050 | | |
| Swing Choir B- Jr. High | 1,082 | | |
| Distributive Education | 1,082 | | |
| Football Marching Band | 2,365 | 2 nd Pay in September | Last Pay in October |
| Robotics Head Coach | \$3000 | 2 nd Pay in September | Last Pay in October |
| 1 st Assistant Coach | 1500 | | |
| 2 nd Assistant Coach | 1500 | | |
| Summer Choir | 2,544 | 1st Pay in July | 1st Pay in August |
| FFA Sponsor | 4,000 | 2nd Pay in September | 2nd Pay in May |
| | | 1st Pay in July | |

| EVENT | SALARY* | 1 st Pay Date | 2 nd Pay Date |
|---|---------|----------------------------|--------------------------|
| Summer Music | 5,056 | | |
| Grade Level Director | 2,160 | Complete an AP Voucher *** | |
| School Corporation WebMaster | 1,734 | Complete an AP Voucher *** | |
| Radio Station Manager | 5,094 | Complete an AP Voucher *** | |
| Cadet Teacher Advisor | 486 | Complete an AP Voucher *** | |
| Elementary Athletics/Activities Coordinator | 323 | | |
| High School Parking Lot Supervisor (4) | 323 | | |

Salaries above schedule will appear on individual contracts-do not include the 3% Teacher Retirement amount paid by the Board.

Building Level Academic Teams Competitions Coaching

| <u>Building</u> | <u>Stipends</u> | <u>Teams</u> |
|-----------------|-----------------|--------------------------------|
| Southside | \$1,000 | *Divided at building level per |
| Northside | \$2,000 | coach/ team annual |
| Montpelier | \$3,000 | competition |
| BJHS | \$3,000 | |
| BHS | <u>\$5,000</u> | |
| | \$15,000 | |

** Department and District Directors will observe teachers subject to teacher's approval.

*** Complete an AP Voucher with activity and amount at completion. Acquire building principal's approval signature and turn into payroll.

****The number of positions are included solely for informational purposes and were not bargained.

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

Board of School Trustees of
the Blackford County Schools



President



Chief Negotiator of the
Board's Negotiating Team

Team Member

Team Member

Team Member

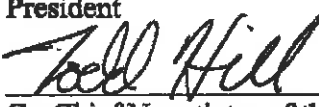
Team Member

**THIS CONTRACT RATIFIED BY
THE BOARD OF SCHOOL
TRUSTEES OF THE BLACKFORD
COUNTY SCHOOLS ON
November 7th 2018**

Blackford Federation of
Teachers



President



Co-Chief Negotiator of the
Federation

Co-Chief Negotiator of the Federation



Team Member



Team Member



Team Member

**THIS CONTRACT RATIFIED BY THE
BLACKFORD FEDERATION OF
TEACHERS ON November 7th 2018**