

**CONTRACT**  
**BETWEEN**  
**THE BOARD OF SCHOOL TRUSTEES**  
**OF THE**  
**RUSH COUNTY SCHOOLS**  
**AND**  
**RUSH COUNTY FEDERATION OF TEACHERS**  
**ASSOCIATION**

**AUGUST 13, 2010**  
**THROUGH**  
**AUGUST 13, 2015**

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CONTRACT  
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THIS CONTRACT ENTERED INTO THIS 7<sup>TH</sup> DAY OF September, 2010, BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE RUSH COUNTY SCHOOLS, HEREINAFTER CALLED THE "SCHOOL EMPLOYER," AND THE RUSH COUNTY FEDERATION OF TEACHERS, LOCAL #6068 IFT/AFT, HEREINAFTER CALLED THE "EXCLUSIVE REPRESENTATIVE."

## ARTICLE I

### Recognition

The school employer recognizes the Rush County Federation of Teachers, Local #6068 IFT/AFT, as the exclusive representative of certificated school employees in the following bargaining unit:

All certificated employees, as defined in PL #217, in the Rush County Schools, except for:

Superintendent; Assistant Superintendent; Principals and Assistant Principal; Directors with Corporation-Wide Responsibilities; Coordinators with Corporation-Wide Responsibilities; Attendance Officer; High School Athletic Director; School Psychologist; "Supervisor" positions subsequently created by the school employer as that term is defined in Indiana Acts 1973, PL #217; all certificated employees appointed by the school employer to a full-time "Acting" capacity in any of the above Supervisor positions; Part-Time Employees; Non-Certified Employees; Head Football Coach.

## ARTICLE II

### Definitions

As used in this Contract:

1. "School employer" means the Board of School Trustees of the Rush County Schools and any person(s) authorized to act for said body in dealing with its employees.
2. "School Corporation" means the Rush County Schools of the County of Rush of the State of Indiana.
3. "Certificated school employees" and "teacher(s)" mean the certificated personnel employed by the school employer in the bargaining unit as defined in Article I of this Contract.
4. "School employee organization" means any organization which has said certificated school employees as members and one of whose primary purpose is representing said certificated school employees in dealing with the school employer, and includes any person or persons authorized to act on behalf of such organizations.
5. "Exclusive representative" means the school employee organization which has been certified or recognized as the exclusive representative of said certificated school employees, or the person or persons duly authorized to act on behalf of such representative.

## **ARTICLE III**

### Exclusive Representative Rights

#### A. Payroll Deduction

The school employer shall, on receipt of the written authorization of a certificated school employee, deduct from the pay of such employee any dues designated or certified by the appropriate officer of the exclusive representative and shall remit such dues to such exclusive representative on a monthly basis following the initial deduction. Such authorization shall continue on a year-to-year basis unless revoked by the certificated school employee, in writing, to the school employer.

Employer (treasurer) should notify exclusive representative when member ceases the deductions. Authorized deductions by a certificated school employee shall be prorated for twenty (20) or twenty-six (26) consecutive pay days beginning with the first pay in November.

The exclusive representative shall indemnify and save the school employer and the school corporation harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of action taken or not taken by the school employer or school corporation in reliance upon signed authorization cards or lists furnished to the school employer or school corporation by the exclusive representative for the purpose of payroll deduction of dues.

#### B. Use of Facilities

The exclusive representative may use the plant facilities of the school corporation upon request and approval of the principal, provided such use, as determined by the school employer, does not interfere with the school corporation's educational program.

#### C. Use of Bulletin Boards

The exclusive representative may use such bulletin board space as is determined by the principal.

#### D. Use of Intra-mail

The exclusive representative may use school intra-mail facilities.

**ARTICLE IV**  
General Provisions

I. General Provisions

A. Entire Agreement

This contract supersedes and cancels all previous contracts or agreements, verbal or written or based on alleged past practices, between the school employer and the exclusive representative and constitutes the entire agreement between the parties. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.

B. Severability

If any Article or Section of this Contract or of any rider thereto shall be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or section shall 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.

C. Waiver

The parties acknowledge that during the bargaining which resulted in this Contract, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Contract. Therefore, the school employer and the exclusive representative, for the life of this Contract, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered by this Contract and with respect to any subject or matter not specifically referred to or covered in this Contract, even though such subject may not have been within knowledge and contemplation of either or both of the parties at the time that they bargained or signed this contract.

#### D. Contract Limitations

The school employer construes and the exclusive representative recognizes the specific provisions of this Contract as constituting limitations and being the only limitations upon the school employer's power, right, authority, duties, and responsibilities to manage and direct the operations and activities of this school corporation to the full extent authorized by law.

#### E. Posting of Vacancies

A vacancy in any position in this school corporation which requires certification shall be posted during the school year in all school buildings and during the summer recess shall be posted at the Office of the Superintendent with a copy furnished to the Bargaining Unit President. Such notice shall contain the job description, effective date of vacancy, kind of license necessary, and deadline for filing of application. Such posting requirement shall not be required during the period beginning two weeks before teachers first reporting day and ending at the conclusion of the third week of the school year.

#### F. Transfers

##### 1. Voluntary Transfers

On or about May 1, administration shall circulate to each teacher a staff survey. That staff survey shall include an area in which teachers may submit a request for transfer. In case of a vacancy determined by the Board, the name submitted for such a vacancy through the survey will be included in those to be considered for the vacancy. This request shall be in effect for that school year only.

- a. The employer shall determine when a vacancy occurs.
- b. All known vacancies in present teaching positions or newly-created positions that occur after the third week of school and during the remainder of the teacher work year shall be posted by the superintendent for a period of five (5) calendar days. Teachers interested in being considered for posted vacancies shall file with the superintendent on or before the expiration of the posting period a written application indicating the specific position desired.

- c. No assignment of new teachers to specific positions in the school system shall be made until all pending transfer requests have been considered.
- d. If a request for a transfer has not been granted, any interviewed teacher; upon written request, shall be given written reason(s) for the denial.

## 2. Involuntary Transfers

- a. When involuntary transfers are necessary, a teacher who is affected shall be notified, in writing, by the Superintendent, or his designee.
- c. The teacher shall have the right to a conference, at the teacher's request, with the administration and have the reasons for the transfer discussed. Upon request by the teacher, the teacher shall be given the reasons for the transfer in writing.
- d. Consideration shall be given to the time necessary for preparation of room and materials.

## G. Suspected Child Abuse

When a school employee reports a suspected case of child abuse, as required by state statute, the employee may provide a note for the administration to initial which provides written verification that the reported suspicion has been given to the Child Protection Services.

## H. Days and Hours

- 1. The basic school day of assigned duties for teachers shall be as follows:

All teachers shall report in and be on assigned duty no later than ten (10) minutes prior to their first scheduled classroom duty, homeroom, or other assignment, whichever is earlier, and shall remain on assigned duty at least ten (10) minutes after their last scheduled classroom duty or other assignment, whichever is later, not to exceed seven and one-half (7 ½) hours per day.

It is understood that the length of the basic school day for all teachers shall be extended to include, but not be limited to, such activities as: parent-teacher conferences; faculty meetings; extra-curricular activity assignments; and duties for which extra pay is received.

Each governing body and its administrators shall arrange each teacher's daily schedule to provide at least thirty (30) minutes between 10:00 a.m. and 2:00 p.m. for a period free of duties.

2. The teaching year shall consist of one hundred eighty-five (185) days.
  - a. Teachers shall follow the Board established school calendar which will consists of 180 scheduled student days and 4 scheduled teacher days. The 185<sup>th</sup> day shall consist of time worked by the teacher outside of the scheduled days (student and teacher) in preparation for classes and/or communication with parents.
  - b. Section 2.a. shall be removed from this document at the conclusion of the 2011-2012 school year.

#### I. Discussions

1. The Exclusive Representative will select two or three teachers to serve as teacher representative on each of the Building Discussion Committees.
2. Building Committees will meet with their respective Building Principal/or designee during the first full week of each month of the school year on a mutually agreed upon day if needed.
3. Meetings may be rescheduled or cancelled by mutual agreement of the Building Principal and the Exclusive Representative.
4. Both parties will have equal rights to the placement of items on the agenda.
5. The parties will participate fully in an effort to resolve any items on the agenda.
6. A member of the committee will record minutes.
7. The Exclusive Representative will meet with the Superintendent within two weeks following the preceding Step B unless the meeting is cancelled by mutual agreement.

8. The agenda for these meetings will include any items that could not be resolved in the building meetings as well as any other items presented by either of the parties.
8. A member of the committee will record minutes.
9. The parties agree that the employer will have met his/her obligation to discuss if the procedure outlined herein has been followed prior to any change in any item of discussion as provided in I.C. 20-29-6-7, 20-29-6-10, and 20-29-6-11.

#### J. Summer School

1. Openings for known summer school positions shall be posted in each building no later than May 1. The deadline for applications shall be one (1) week from the date of posting.
2. Positions in Summer School
  - a. Staff employed in the school corporation during the regular school year who possess a teaching certificate in the area to be taught will be selected first.
  - b. Consideration will be given to teachers with previous summer school teaching experience.
3. A teacher who teaches a credit course shall be issued a Supplemental Service Teachers Contract and shall be paid for each hour of instruction at an hourly rate based on his/her regular teacher's contract.
4. Any teacher who is denied a summer school position, upon his/her written request, shall be given written reason(s) for the denial.
5. A teacher may use one half-day of accumulated sick leave per course for illness, doctor appointment, or sickness in the immediate family. One half-day of accumulated sick leave=one summer school course. The teacher must have accumulated sick leave available to use this benefit.

#### K. Progressive Discipline

- A. Progressive discipline shall be followed by the Administration when reasonably appropriate, and is not required when serious acts of misconduct have occurred.

Step I - Verbal warning to the employee. A note shall be made indicating that a verbal warning was given. Such note shall be jointly initialed.

Step II - Written reprimand to the employee.

Step III - One (1) working disciplinary suspension with one-half pay.

Step IV - Five (5) day disciplinary suspension without pay.

Step V - Ten (10) day disciplinary suspension without pay.

Discipline at Steps I and II shall be dispensed by the building principal. Discipline at Steps III, IV and V shall be at the sole discretion of the Superintendent of Schools.

- B. The employer and the exclusive representative agree that the inclusion of this progressive discipline provision in this collective bargaining is recognized as an alteration of the statutory grounds and procedures for the suspension of teachers without pay and, therefore, pursuant to I.C. 20-28-7-13, the requirements set forth in I.C. 20-28-9-21 through 20-28-9-23 are waived. Further, the parties recognize that the grounds for discipline outlines in I.C. 20-28-9-21 (b) (1) (2) (3) (4) and (5) are the only grounds for which the progressive discipline may be applied.
- C. Disciplinary action beyond Step V shall be according to law.
- D. At the employee's written request, there shall be a conference scheduled between the employee and the administration to discuss the imposed discipline.
- E. The employee shall have the right to exclusive representative representation at any discussion(s) which may have a negative effect on the employee's continued employment and discipline.
- F. Termination shall be according to law.
- G. The exclusive representative shall be notified before any action under Steps III through V of this Article is taken by the Administration.

## ARTICLE V

### Salary

#### I. Salary

##### A. Payments – 20 OR 26

Basic salaries of teachers shall be paid in either twenty (20)\* or twenty-six (26) pays. Any teacher who elects the twenty (20)\* pay option for the following school year shall notify the Office of the Superintendent, in writing, on or before May 15<sup>th</sup>. Any teacher who does not serve notice each year as herein provided shall be paid twenty-six (26) pays. Once selected by the teacher, the method of payment shall not be changed during any school year. The administration will notify teachers of the May 15 deadline no later than May 1<sup>st</sup>. Forms for the 20-pay choice will be available in each principal's office.

The final (20<sup>th</sup>)\* check will not be distributed until after the last work day of the school year.

##### B. Indiana State Teachers Retirement Fund (MOVED FROM ARTICLE III)

The amounts contained in (1) the salary schedule herein contained in APPENDIX A (Columns headed Total With ISTRF), (2) the extra duty pay schedule herein contained in APPENDIX B (Columns headed Total With ISTRF), and (3) to the extent allowed by law, the additional retirement pay herein contained in Article III, Section A include three percent (3.00%) of said amounts to be paid directly to the Indiana State Teachers Retirement Fund by the school employer on behalf of each affected teacher for payment of the teacher's share of such retirement contribution. Thus, the individual teacher's contract for each affected teacher shall be written for the amount of compensation payable which is less the said three percent (3.00%).

##### ~~C. Salary Schedule~~

The Salary Schedule is stated in Appendix A.

##### D. Extra Duty Salary Schedule

The Extra Duty Salary Schedule is stated in Appendix B.

## ARTICLE VI BENEFITS

### A. HEALTH RELATED BENEFITS

#### 1. Medical Insurance

The school employer will pay toward the cost of hospital, surgical, and medical care type insurance for each full-time teacher employed under regular contract and enrolled in the school corporation's group medical insurance plan. The amount specified below will be paid to such insurance company or companies as is determined and selected solely by the school employer, after discussion with school employees, with the teacher not paying no less than one dollar (\$1.00) per year.

The Medical Insurance Contributions are stated in Appendix C.

If two married employees do not have dependents, and are participants in the medical insurance plan, they shall be required to enroll in two individual medical plans. If two married employees have dependents, and are participants in the medical insurance plan, they shall be required to enroll in the "Employee and Dependents" or Family Plan.

If and when the medical insurance reserves exceed the amount required by the State of Indiana, the Exclusive Representative, Corporation Representative, and the Insurance Committee (after considering the run-out claims) shall determine, by mutual agreement, the disposition of such funds. Those excess funds may be used to:

- 1) "buy down" projected increases in the subsequent medical insurance premiums;
- 2) distribute the excess to medical insurance participants (employees and Corporation) on a basis proportionate to the amount paid by the Corporation and the individual during the premium year; or
- 3) a combination of 1) and 2) above

When the Corporation is notified as to the amount of excess reserves, the Exclusive Representative shall be so notified, and shall meet along with the Corporation Representative and Insurance Committee to consider the distribution options.

## 2. Term Life Insurance

The Board will provide term life insurance in the amount of \$50,000.00 coverage per full-time teacher employed under regular contract and enrolled in the school corporation's group term insurance plan, with the teacher paying one dollar (\$1.00) per year.

## 3. Long-Term Disability Insurance

The Board will provide LTD insurance which includes benefits at 66 2/3% and has a 180 day elimination period for each full-time teacher employed under regular contract and enrolled in the school corporation's group LTD insurance plan. The plan and the carrier shall be determined and selected solely by the school employer with the teacher paying not less than one dollar (\$1.00) per year.

Maximum School Employer Payment Per Teacher = \$135 per year.

## 4. I.R.S. Section 125

A teacher may participate in this school corporation's flexible benefits plan. Such plan shall be solely determined and adopted by the Board under the provisions of Section 125 of the Internal Revenue Service Code. The plan will provide for the following benefits, through salary deduction agreements: The employee share of group insurance premiums; medical care reimbursement accounts; dependent care assistance accounts; and other benefits provided through the plan.

## B. PAID LEAVES

### 1. Compensatory Leave

Each teacher shall be entitled to thirteen (13) days in the first year of employment and twelve (12) days in each succeeding year without loss of compensation. These days must be used prior to using any days from the accumulated sick leave. All days in the sick leave accumulation total are subject to use only as personal sick leave days except as stated in paragraph 2 of this section. If in any one school year the teacher shall be absent less than the granted number of days, the remaining days shall be accumulated as sick leave to a total of 190 days. A teacher employed under regular contract for only a portion of the school year shall be entitled to a proportionate number of days of leave, and unused days will be accumulative as specified herein. Verification of illness, after ten (10) consecutive days of absence or excessive absences, by an Anthem network physician's statement may be required at the sole discretion of the school employer.

Of the days available through the accumulated sick leave, a teacher may use up to ten (10) days for use in case of illness in the immediate family. "Immediate family" is interpreted as including only spouse, children, parents, or any other relative who at the time is a member of the teacher's household.

Each teacher, when using sick days for family illness, shall be required to state the reason "family illness" for such use on a form provided by the Corporation.

**The parties will strongly encourage all teachers to use no compensatory leave on days immediately preceding or following school vacations or holidays.**

Teachers are given a written account of accumulated leave on each pay stub. In case of questions arising concerning the number of leave days, the official record book in the administrative office must be consulted. The administration will provide to the exclusive representative monthly accounting of compensatory leave use.

## 2. Death In Immediate Family

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 for a period extending not more than five (5) consecutive days beyond such death, for the purpose of attending the last burial rites and attending to other personal matters of the immediate family member provided, however, that said burial rites occur while said teacher is performing duties as assigned by the school employer under a valid teacher's contract; and that said burial rites do not occur during the time when said teacher is absent from assigned duties due to vacation, or leaves of absence, compensatory, or sick leaves, which may have been previously granted or approved by the school employer. (School holidays falling in this period shall be counted as school days.) "Immediate family" is interpreted as including only wife, husband, children, step-children, step-mother, step-father, mother, father, legal guardian, mother-in-law, father-in-law, son-in-law, brother, sister, grandparent or grandchildren. Any other relative 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.

### 3. Death in Family

In the case of death of a sister-in-law, brother-in-law, step-brother, step-sister, step-grandchildren, grandparent-in-law, or step-grandparent the teacher is entitled to be absent for a period extending not more than two (2) consecutive school days beyond such death, and in case of death of an uncle, aunt, niece, nephew, or step-grandparent-in-law the teacher is entitled to be absent one (1) day without loss of compensation, provided, however, said teacher does attend in person the last burial rites of the said family member; that the said burial rites occur while said teacher is performing duties as assigned by the school employer under a valid teacher's contract; and that said burial rites do not occur during the time when said teacher is absent from assigned duties due to vacation, leaves of absence, compensatory leaves, or sick leaves which may have been previously granted or approved by the school employer.

### 4. Jury Duty

A teacher called for grand or petit jury duty shall, during the required period of absence from assigned duty by the school employer, be paid full regular salary less the total amount of per diem allowance earned by such teacher for jury duty.

### 5. Temporary Disability Leave

Upon application, and approval by the school employer, a temporary disability leave of absence shall be granted to teachers of this school corporation on the following basis:

#### a. Application of Provisions

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

2. In case of a temporary disability caused by pregnancy, said 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 said teacher submits with the timely notice as provided herein, a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. If said teacher elects to utilize her compensatory and sick leave under the provisions of Paragraph 3 (b) herein, and said compensatory and sick leaves are exhausted during her temporary disability caused by pregnancy, said teacher may be absent without pay subject to all other provisions contained herein.

b. Notification

After determination that such leave is imminent, the teacher shall give timely notice to the Office of the Superintendent, in writing, of the anticipated date he/she wishes to commence said leave of absence and anticipated date of return.

c. General Provisions Covering Said Leaves Are As Follows

1. If said teacher desires to continue his/her duty assignment prior to the commencement of said leave, such notice must include a written statement from his/her physician attesting to the teacher's ability to continue performing the full schedule of the duties and responsibilities of his/her position and assignments. The teacher will be permitted to continue on full active duty until such date, provided he/she does perform the full duties and responsibilities of his/her position, or reasonable accommodation of these duties and assignments, not to include shortening the day or days, and provides from time to time upon request of the school employer, additional certification from his/her physician of his/her full ability to continue performing the full schedule of the duties and responsibilities of his/her position and assignments.

In the event that the teacher continues to teach with a condition of temporary disability, said teacher shall execute a hold harmless release to the school employer for any accident or injury which occurs to the teacher, and in case of pregnancy, to the fetus, as a result of said temporary disability or which affects said temporary disability.

2. Said teacher may elect to utilize his/her accumulated compensatory and sick leaves during his/her period of temporary physical disability provided a Physician's statement and certification of physical disability is submitted to the Office of the Superintendent for any said temporary disability absence of more than ten (10) consecutive days. While on said leave, compensatory and sick leave days will be paid only for the number of assigned duty days the teacher is absent which occur during the current contract term, for which a physician certifies a teacher to be physically disabled, limited to the extent of the number of compensatory and sick leave days accumulated by the teacher at the time said leave commences. Additional statements of certification by a Physician of the temporary physical disability of said teacher are required, except for temporary disability caused by pregnancy, for said disability which exceeds a duration of twenty (20) consecutive days. Said additional certification shall be submitted by said teacher to ensuing month after said twenty (20) consecutive day absence.
3. In all cases the school employer reserves the right to require an examination by Anthem network physician(s) to determine the teacher's fitness (1) to continue performing the full schedule of the duties and responsibilities of his/her position and assignments, and/or (2) to return to employment and resume the full performance of the duties and responsibilities to which he/she may be assigned. The cost of such examination shall be borne by the school employer.
4. If said leave extends beyond the first day of May of any year, the granting of said leave by the school employer shall not prevent the school employer from serving notice to said teacher on or before May 1<sup>st</sup> that said teacher's contract will not be renewed, nor will the granting of said leave prevent the school employer from invoking, initiating, and utilizing the procedures established by law for the cancellation of any indefinite contract with a semi-permanent and/or permanent teacher.
5. Except for a temporary disability caused by pregnancy as is provided in Paragraph 1 (b) herein, no leave under this provision shall be granted for a period exceeding one (1) year.
6. Association Leave

The Bargaining Unit President or his/her designee shall be granted up to five (5) days each year to conduct exclusive representative business without loss of compensation.

. 7. Attendance Incentive Plan

Each qualifying teacher shall be awarded an attendance amount following the conclusion of the teacher's employment contract according to the following criteria:

- a. Each teacher who uses NO Compensatory Leave days (Sick and/or Personal) during the school year will receive Four Hundred Dollars (\$400.00).
- b. Each teacher who uses only ONE Compensatory Leave day (Sick and/or Personal) during the school year will receive Three Hundred Dollars (\$300.00).
- c. Each teacher who uses only TWO Compensatory Leave days (Sick and/or Personal) during the school year will receive Two Hundred Dollars (\$200.00).
- d. Each teacher who uses only THREE Compensatory Leave days (Sick and/or Personal) during the school year will receive One Hundred Dollars (\$100.00).

C. SICK LEAVE BANK

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

1. Enrollment

The bank is formed through the voluntary participation and by the voluntary donation, with written authorization, of one (1) compensatory leave day or one (1) accumulated sick day. Such day contributed shall be non-returnable to the teacher.

Enrollment (initial or re-enrollment) is open between August 1 and September 30 of each school year.

If a former member desires to return to a member in good standing status after withdrawing from membership, that former member shall contribute two (2) days in the first year after returning to membership in addition to assessments made during the re-enrollees non-member status.

## 2. Bank Accumulation

Voluntary sick banks days may accumulate until a maximum of four hundred (400) is reached. This number may be exceeded due to payment of granted days.

In the event that the number of accumulated days in the Bank has dropped below one hundred (100) days, a teacher who has been a member in good standing for at least three (3) years will be given the option of donating either one (1) compensatory leave day or one (1) accumulated sick day, to be decided by the teacher, in order to continue their status as a member in good standing. This day will not be counted against the teacher's Attendance Incentive Plan days.

In the event a member in good standing does not have either a compensatory or accumulated sick leave day to donate to the sick leave bank due to a membership assessment, the sick leave bank committee shall determine this member's status.

Members in good standing who have accumulated sick days in excess of 190 may voluntarily contribute up to three (3) of their accumulated sick days that exceed the maximum 190 in one school year.

## 3. Requesting Days

Members in good standing may be granted days from the bank under the following conditions:

1. The teacher must be a member in good standing of the Bank;
2. The teacher must have utilized and exhausted all compensatory leave and accumulated sick leave.
3. Written certification will be provided from said teacher's Physician substantiating the illness and certifying that the absence will continue during a period of at least three (3) consecutive days following the utilization and exhaustion of all said compensatory leave and accumulated sick leave as provided herein;
4. Written application must be made no later than twelve (12) days after exhaustion of said paid leave benefits, unless extenuating circumstances are evident; and
5. The teacher must have been absent for at least two (2) consecutive duty days after exhaustion of said paid leave benefits.

#### 4. Borrowing Limitations

- a. A teacher who has been a member in good standing of the Bank from one (1) to five (5) years may borrow up to twenty (20) days per request, then may reapply.
- b. A teacher who has been a member in good standing of the Bank from (6) to ten (10) may borrow up to fifty (50) days per request, then may reapply.
- c. A teacher who has been a member in good standing of the Bank for more than ten (10) years may apply to the Bank and the maximum number of days will be left to the discretion of the committee. Once 180 calendar days have passed from the onset of the disability/illness/accident, the teacher no longer qualifies for days from the sick leave bank.

#### 5. Sick Leave Bank Committee

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.

The committee shall grant, deny, or suspend grants of sick days from the Bank.

The decision of the committee is final and is not subject to the grievance procedure or appeal to the school board.

The committee shall be composed of two (2) persons appointed by the Exclusive Representative and one (1) person appointed by the Superintendent.

#### 6. Termination of Days

Any days granted by the committee to an individual teacher shall terminate effective the earliest day as hereinafter provided:

1. The day after the last day of the term of employment for the school year, or
2. The day after the last day of allotted number of days granted by the committee, or
3. The first day of return to employment subsequent to the granting of days by the committee.

## 7. Repayment of Granted Days

Members in good standing who have borrowed days from the Sick Leave Bank shall repay days to the Bank under the following guidelines:

1. A member shall repay days to the Bank as indicated below:
  - a. No days shall be repaid for one (1) or two (2) days borrowed.
  - b. One (1) day shall be repaid for three (3) to five (5) days borrowed.
  - c. Two (2) days shall be repaid for six (6) to eight (8) days borrowed.
  - d. Three (3) days shall be repaid for nine (9) to eleven (11) days borrowed.
  - e. Four days shall be repaid for twelve (12) to fourteen (14) days borrowed.
  - f. This pattern shall continue for fifteen (15) or more days borrowed.
2. A member shall repay days to the Bank at the rate of four (4) days per year, or balance due, whichever is less.
3. If a member of the Bank terminates employment with Rush County Schools, then days remaining to be repaid to the Bank will be waived.

## D. UNPAID LEAVES

### 1. Study Leave

The school employer may grant a one (1) year leave of absence without pay upon application of a teacher for the purpose of full-time advanced study for a master's or higher degree. The purpose of such advanced study shall be one which has direct benefit to the school corporation and shall meet the approval of the Superintendent and school employer. Application for such leave must be made to the Office of the Superintendent not later than July 1 preceding the requested year of absence.

If leave is granted, credit for this year will be given for the purpose of placement on the salary schedule but the school employer is under no obligation to assign the teacher after his/her return to the same school, teaching position, or other assignment(s) he/she occupied or performed prior to taking said leave of absence.

### 2. Leave Without Pay

A leave of absence, without pay or benefits, may be granted to a teacher for a period of up to one (1) year.

### 3. Adoption Leave

The school employer may grant an adoption leave of absence to a teacher without pay or benefits, for a period not to exceed one (1) year. Upon initial application by the teacher to adopt the child, the teacher shall notify the Superintendent, in writing, of such teacher's intent to adopt. The written request to the Board shall be submitted at the time that the teacher first knows of the date the teacher wishes to commence said leave, and such request shall state the teacher's desires concerning the beginning and ending dates for such leave.

## Article VII

### Retirement Pay

#### A. 401(a) Employer Contribution Annuity Plan

The Board agrees to maintain a qualified 401(a) Annuity Plan (hereinafter referred to as the "401(a) Plan") for all certified employees covered under this collective bargaining agreement. The 401(a) Plan shall be available for all certified employees. The 401(a) Plan contributions will commence with the 2000-2001 contract year and continue each contract year thereafter. The maximum contribution that will be made to the 401(a) Plan by the Board will be as follows: 3% (2007-2008 and thereafter) of Salary Schedule Salary.

The contribution made by the Board shall be an amount which reflects the appropriate percent of the certified employee's base salary as set forth on the certified employee's teacher's Contract which corresponds to his/her placement on the Salary Schedule.

For those certified employees who participate in the 401(a) Plan, the amounts that were stated in the Social Security Plan ("OLD PLAN") will remain in effect until such earlier time as a certified employee receives a greater return from the Board's contribution to the new 401(a) Plan plus accrued earnings, than he/she would have received under the "OLD PLAN." The contribution plus accrued earnings to the 401(a) Plan by the Board will be counted as an offset to the amount that the certified employee would have received had he/she retired under the "OLD PLAN."

In the event, due to market fluctuations, a certified employee's 401(a) Plan account experiences a loss, the Board's responsibility under the "OLD PLAN" during the period prior to its termination shall be the amount the employee would have received under the "OLD PLAN" less the amount previously contributed by the Board under the 401(a) Plan.

The value of a retiree's 401(a) Plan will be determined by the value on July 15<sup>th</sup> following the final year of service. This value will help determine the amount of offset of the Social Security Bridge payments as outlined in this section. The amount of offset determined will be subtracted from the final quarterly payment (or as many payments as necessary) to utilize the entire offset.

The Parties agree that the 401(a) Plan shall replace the "OLD PLAN" which was found in the master contract dated August 15, 1995 through August 14, 1999. The parties further agree that all contributions made to the 401(a) Plan

by the Board shall be considered as additional funds and be counted as part of any salary increases negotiated for the certified employees.

For the certified employees hired after January 1, 2000, the 401(a) Plan will replace the "OLD PLAN."

The 401(a) Plan shall:

- a. be subject to all applicable Internal Revenue regulations,
- b. have no contract initiation fees charges to the employee,
- c. have no administrative or Plan Document charge to the Board, and
- d. have a vendor selected by mutual agreement of the parties of this agreement.

## B. Retirement Pay

Retirement pay shall be provided to a retiring teacher through a teacher's 403(b) post-Separation Account according to the following requirements and provisions:

1. The retiring teacher shall have met the ISTRF requirements specific to his/her situation to retire, shall have at least 20 years of total teaching experience, and shall have a minimum of 10 years of teaching experience in this school corporation. A retiring teaching with at least 15 years of total teaching experience and less than 20 years of total teaching experience will be entitled to 75% of benefits outlined in this section.
2. Said teacher shall notify the Office of the Superintendent of intent to retire no later than May 1 in his/her last teaching year, provided, however, that said notice shall be waived in case of retirement due to disability; and, provided further, that said notice may be waived, as solely determined by the school employer, in case of retirement due to circumstances that would seriously affect the teacher's ability to fulfill his/her contractual responsibilities to the school corporation. If notification is after May 1, monies would be paid next calendar year.
3. Retirement from teaching K-12 Indiana public schools must be evidenced by said teacher. Evidence, by application for retirement benefits, must have been made by the retiring teacher to the Indiana State Teachers Retirement Fund.
4. Payment will be made to the post-separation account based upon the accumulated sick leave total as of the last day of the last school year of employment which shall be at the rate of \$60.00 for each unused accumulated sick leave day; and upon the number of years of service

rendered under contract in this school corporation which shall be at the rate of \$80.00 for each such year.

5. If teacher was being RIFFED, all deadlines for retirement would be waived.

C. Social Security Bridge Plan

For the certified employees hired after January 1, 2000, the 401(a) plan will replace the "OLD PLAN."

1. The corporation will provide a Social Security Bridge Plan, (hereinafter called "THE PLAN"), in this school corporation.

To be eligible, a teacher must meet all of the following requirements and provisions:

- a. Be actively employed at the time The Plan begins; and
  - b. Have met the ISTRF eligibility requirements for the rule of 85 at the time the teacher begins participation in The Plan; and
  - c. Have at least twenty (20) years of teaching experience for which credit has been granted by the school employer, the last ten (10) of which have been in this school corporation; and
  - d. Have applied to the Superintendent, in writing, for participation in The Plan by May 1 of the year of retirement. In the event of an unforeseen retirement, the school employer, at its discretion, may waive said May 1 notification date; and
  - e. Provide evidence of retirement from teaching in a K-12 Indiana public school.
  - f. Bridge Plan shall begin at the end of the school year.
2. Bridge Plan compensation shall be as follows:

At the rate of nine thousand dollars (\$9,000.00) per year those teachers who retire under The Plan shall receive a Social Security Bridge payment each successive year until said teacher has, (1) succumbed; or (2) received the payment for a maximum of seven (7) years; or (3) completed the school year (July 1 to June 30) in which the teacher first becomes eligible for reduced Social Security Benefits, with all final quarterly payments being made in September of said final year, whichever first occurs.

Payments will be made quarterly starting in December, March, June, and September.

3. The teacher may continue under the group health insurance plan offered by the Corporation during the period the teacher's Social Security pay is received. Such coverage is at the teacher's own expense, unless provided for elsewhere in this Agreement. Arrangement for such insurance must be made with the school superintendent, in advance, and is subject to the approval of the insurance carrier(s). At the written request of the employee, any medical insurance premiums for those teachers participating in the Corporation's medical insurance program will be deducted from the Social Security Bridge amount due the employee, with the balance, if any, paid to the teacher. In the event that the premiums reach an amount over that to be received as specified in Section 2, the teacher shall be responsible for payment as specified in the first and second sentences of this paragraph.

For any person not on the bridge plan, at the written request of a retired teacher, all compensation due the teacher for substitute services will be credited toward the teacher's Blue Cross/Blue Shield (or its successor) premium. Such decision is on a yearly basis only. Monies earned shall be credited to the premium for the month following the month in which the compensation is paid. The teacher is responsible for advance payment of any amount of premium not covered by such compensation.

4. Said teacher shall cease to be a participant in said Plan, and no further compensation as provided hereinabove in Paragraph B will be due or payable to said teacher, (1) when the teacher has completed the school year (July 1 to June 30) in which the teacher becomes eligible for the reduces Social Security Benefits, with all final quarterly payments being made in September of said final year.
5. Should the school employer subsequently determine to rehire a teacher who elected to retire under this option, no further compensation as provided herein above in Paragraph B will be due or payable to said teacher; however, on the subsequent retiring of teacher, any years of Social Security Bridge compensation as provided under Section II will commence and such benefits subject to the provisions of Section 4 above.
6. At the written request, the Board shall continue to insure the participating teacher through the Corporation's life insurance plan during the period in which the teacher is receiving Social Security Bridge or 401(a) compensation, whichever is applicable. Such insurance shall be at the Board's expense, with the teacher paying one dollar (\$1.00) per year. Such insurance shall cease upon payment of the last compensation due under the early retirement plan. In case of the death of such early retiree

prior to the receipt of all of the compensation, the named beneficiary shall receive the benefits provided by the life insurance policy. Further, all such premium payments by the Corporation shall cease immediately, and the Corporation shall have no further obligations under this Article.

7. All eligible retirees after the 2003-2004 school year will have all eligible benefits placed on the retiree's behalf in a 403(b) Post Separation account. Distributions and investment choices of this account will be at the sole discretion of the retiree. The 403(b) Post Separation account should provide additional shelter for the benefits. It is recommended that the balance never be allowed to become less than \$1.00 to maintain the account for future distributions.

#### D. 403(b) and 457 Employee Contribution Annuity Plans

403(b) and 457 accounts will be made available to those teachers who desire to make voluntary employee contributions.

## ARTICLE VIII

### Reduction in Force

#### I. In General

Reduction adjustments in the number of teachers employed by the School Corporation shall initially be attempted through retirements, resignations, transfers, leaves, and any other means of attrition. However, when in the judgment of the School Board, it may be necessary to further reduce the number of teachers, the procedure specified herein will be followed

The reason for a reduction in the number of teachers is not grievable.

Either the School Board or the Superintendent can initiate the procedure herein.

#### II. Preliminary Determination

- A. The School Corporation's discussion team will discuss with the teachers' exclusive representative any proposed reduction in force. Subjects for discussion will include the need for the proposed reduction, curriculum changes, and the elimination of any positions.

After discussion, the Superintendent will report to the School Board a recommendation including:

1. The reasons for proposed reduction in staff;
  2. The positions, subject areas, grade levels, and/or assignments, if known, which would be involved in the proposed reduction in staff; and
  3. The teachers' exclusive representative's opinion or position on the proposed reduction in staff.
- B. The School Board may conduct an investigation, form and consult a committee, or do any other act which would aid in its determination, provided however, that discussion contemplated by Section II. A. of this Provision must occur after such actions have been completed and before a decision is made.

The School Board, after reviewing the Superintendent's report and recommendation, will determine whether a reduction in force is desirable. If a reduction is found to be desirable, then the School Board will determine what positions, subject areas, grade levels and/or assignments should be subject to the reduction.

- C. The Superintendent, upon being notified by the School Board of a desire to reduce staff, and of the position, subject areas, grade levels and/or assignments subject to the reduction, shall determine the appropriate candidates to be released according to the method set forth in Section IV herein. Any necessary and required discussion of individual teachers' proposed release due to the reduction in force will occur before the School Board's final action.

### III. Procedure

- A. Statutory procedure and notice requirements for cancellation or non-renewal of nonpermanent, semi permanent and permanent contracts, whichever applicable, will be utilized for release hereunder.
- B. This policy is not intended to give any additional rights to any teacher whose contract would not have been renewed, or whose contract would have been terminated, regardless of the fact that a reduction was desirable.

### IV. Method for Selection

- A. In each position, subject area, grade level and/or assignment to have the number of teachers reduced, nonpermanent teachers will be release before semi permanent teachers and semi permanent teachers will be released before permanent teachers. However, no permanent teacher will be release if there is a position for which that teacher is qualified which is currently occupied by a semi permanent or nonpermanent teacher, and likewise, no semi permanent teacher will be released if there is a position for which that teacher is qualified which is currently occupied by a nonpermanent teacher.

Teacher certifications as of the last day in March will be recognized for purposed of Article XI.

- B. Selection among nonpermanent, semi permanent and permanent teachers will be made according to seniority based on total years of experience in any position for which a certificate is required in the Rush County Schools including years of experience in any school which was later reorganized and incorporated into the Rush County Schools. When two or more teachers occupy a position, subject area, grade level and/or assignment to be reduced, who have the same total years of experience in this school corporation, selection of the teacher to be reduced shall be made by the administration.
- C. A teacher on leave of absence shall be eligible for release as a result of a reduction in the number of teachers, and likewise shall be eligible for recall pursuant to the provisions of Section V of this Policy.

#### V. Recall

- A. A Recall List will be established for teachers released due to a reduction in force. A teacher will remain on the Recall List for 36 months after the teacher's dismissal. Teachers will be recalled in the reverse order of release in vacancies for which they held certification when terminated. A vacancy may, under some circumstance, include extracurricular and/or coaching assignments, as well as teaching assignments. Teacher on the Recall List shall have no input as to when or where a vacancy occurs. This policy shall not be interpreted to require the School Corporation to fill any position or prevent the School Corporation from reassigning responsibilities.
- B. When a vacancy occurs, the appropriate teacher as determined above will be notified by certified mail at the last known address. Failure to respond positively to the offer within ten (10) calendar days of the postmark date, or five (5) calendar days if the postmark date is after July 26, shall result in the teacher's name being bypassed on the Recall List. However, a teacher under contract between August 1 – June 1 with another school corporation may delay reporting for duty up to thirty-two (32) days after being notified; or may serve under that contract for the remainder of the current school year without losing future recall privileges for the next available position as established by this policy. Also, the teacher must respond appropriately, in writing, to the recall notification. It shall be the duty and responsibility of each teacher on the Recall List to inform the Superintendent, in writing, of any change in address. Any teacher who is recalled and refuses shall be deleted from the list.

- C. Teachers on the Recall list shall receive first chance to fill temporary contracts for which they are certified when such positions become available as the result of teachers being granted leaves. The School Corporation may offer teachers on the Recall List work as a substitute teacher. Employment as a substitute teacher on a short term basis, or, for a longer period of time as in the case of a temporary vacancy, shall not terminate, extend, or in any manner affect the length of the recall period as it applies to said teacher.
  
- D. Teachers released under the Provision are considered terminated employees; however, said employees retain only the rights in Article 3, Section VI (6) and Article XI (11); and therefore, having no other contractual rights, are dismissed without pay.

ARTICLE IX  
Grievance Procedure

This Grievance Procedure, hereinafter referred to as "Procedure," stipulates the conditions under and the procedures by which grievances alleged by certain certificated school employees as defined in this Contract shall be processed. If any such grievances arise, there shall be no stopping or suspension of work because of such grievances; but such grievances shall be submitted to the following grievance procedure.

I. DEFINITION

As used in this Procedure:

- A. "grievance" means, and shall be limited to, an alleged violation of an express article or section of this written Contract, except where such article or section is exempt from this Procedure.
- B. "superintendent" means the chief administrative officer of the school corporation, or any person(s) designated by him to act in his/her behalf in dealing with school employees.
- C. "grievant" means the certificated school employee directly affected by the alleged violation making the claim, or the Exclusive Representative.
- D. "days" means calendar days.

II. STRUCTURE

- A. Nothing herein contained shall be construed as limiting the right of any certificated school employee having a complaint to proceed prior to and Independently of this Grievance Procedure.
- B. The grievant may be represented by any person(s) of his/her own choosing from exclusive representative at all levels of the Procedure. However, the Grievant shall not be allowed to have present or as a representative any employee organization other than the exclusive representative.
- C. New evidence or material may be presented only one time by either party during Levels one to four. No facts may be presented at an arbitration

hearing or in summary briefs unless they have been introduced at an earlier level, or unless they were not reasonably available to the parties at an earlier level.

### III. PROCEDURE

The number of days indicated at each level should be considered as maximum. The time limits specified may, however, be extended by mutual agreement of the grieving parties' exclusive representative and school superintendent.

#### A. Informal Grievance

Within twenty (20) days when school is in session of the time the grievant first knew or should have known of the act or condition upon which it is based, the grievance must be presented to his/her immediate supervisor or his/her designee by meeting with him/her in an informal manner during non-teaching hours. Failure to meet and discuss said alleged grievance as provided herein shall prevent the grievant from filing said alleged grievance at any formal grievance level(s). Within seven (7) days after presentation of the grievance, the immediate supervisor or his/her designee shall give his/her answer orally to the grievant and the exclusive representative.

#### B. Formal Grievance

##### 1. Level One

A. If the grievance is not resolved at the informal level, it may be filed by the grievant with the immediate supervisor or his/her designee in writing, signed by the grievant and/or the exclusive representative, on the appropriate grievance form. The written grievance must be filed within seven (7) days of the oral response and shall name the certificated school employee involved shall state the facts giving rise to the grievance, shall identify by specific reference all express articles or sections of this Contract alleged to be violated, shall state the contention of the grievant with respect to the provision(s) of said articles or section, and shall indicate the specific relief requested.

B. Within seven (7) days after receiving the written grievance the immediate supervisor or his/her designee shall communicate his/her answer in writing to the grievant and the exclusive representative.

## 2. Level Two

- A. In the event that the grievance is not resolved at Level One, the grievant may appeal the decision to Level Two provided said appeal is filed with the Superintendent within seven (7) days of the receipt of the written answer at Level One. The appeal shall include a copy of all materials and evidence previously submitted. Such appeal shall be signed by him/her and the exclusive representative.
- B. Within fifteen (15) days from the receipt of the grievance, the Superintendent shall render a written decision to the grievant and the exclusive representative.

## 3. Level Three

- A. In the event the grievance is not resolved at Level Two, the grievant may appeal the grievance to the school employer within fifteen (15) days of the receipt of the Superintendent's written answer. The appeal shall include a copy of all materials and evidence previously submitted. Within thirty (30) days of the submission, the Board shall hold a formal hearing(s) prior to rendering a written decision. The decision will be given to the grievant and the exclusive representative within fifteen (15) days following the last hearing date.

## 4. Level Four

- A. If the exclusive representative is not satisfied with the disposition of the grievance at Level Three, the exclusive representative may submit the grievance to arbitration before an impartial arbitrator within fifteen (15) days of receipt of the answer at Level Three.
- B. A wholly disinterested arbitrator shall be chosen from a list provided by the American Arbitration Association (AAA). Selection and hearing shall be in accordance with the voluntary rules and regulations of the AAA. The arbitrator shall hold the necessary hearing(s) promptly and issue the decision within thirty (30) days of the conclusion of the hearing.
- C. The decision of the arbitrator shall be in writing with two (2) copies sent to the Board and the exclusive representative. The decision of the arbitrator shall be final and binding on the parties.

- D. The arbitrator's function is to decide cases of alleged violations of the provisions of this Agreement unless specifically prohibited. The arbitrator shall not supplement, enlarge, diminish or alter the scope of meaning of this Agreement and appendixes as it exists from time to time, or any provisions therein, nor entertain jurisdiction of any subject matter not covered thereby. (Except to the extent necessary to determine his/her jurisdiction.)
- E. All hearings shall be held at a mutually agreeable location.
- F. The compensation and expenses of the arbitrator shall be borne equally by the parties.
- G. The party requesting a stenographic record shall pay the total cost thereof unless the other party agrees to share the cost.
- H. The parties may, by mutual agreement, use the Expedited Arbitration Procedure of the American Arbitration Association in accordance with those rules.

#### IV. MISCELLANEOUS PROVISIONS

- A. Decisions rendered at Formal Level One, Level Two, and Level Three of this Procedure shall be in writing.
- B. If, at any time in the procedure, the grievance is resolved by mutual agreement of the parties, the agreement shall be reduced to writing and signed by the grievant, the exclusive representative, and the Superintendent.
- C. All documents, communications and records dealing with the processing of a grievance shall be filed separate from the personnel files of the grievant.
- D. Failure at any level of this Procedure to render the decision on a grievance within the specified time limits shall permit the grievance to proceed to the next level, unless said time limits be extended in writing by mutual consent of both parties. However, the grievance must be appealed by the grievant to the next level within the specified time limit for that level or said grievance shall be deemed abandoned.
- E. Any hearing at the Informal Level and at Formal Level One, Level Two, Level Three and Level Four shall be held during non-teaching hours unless otherwise directed by the school employer or arbitrator.

- F. No certificated school employee shall use this Procedure to appeal any action by the school employer or administration if such action was mandated in an order from a State or Federal Regulatory Commission or Agency.
- G. Certificated school employees shall follow all written and verbal directives, even if such directives are allegedly in conflict with this Contract. Compliance with such directives will not in any way prejudice the certificated school employee's right to file a grievance within the time limits herein, nor shall compliance affect the ultimate resolution of the grievance.

## ARTICLE X

### Term of Contract

#### A. Term

This Contract shall be effective as of August 13, 2010 , and shall continue in effect through August 13, 2015.

Further, it is agreed that all items have been negotiated for the entire term of the Agreement except for the items listed below, which are subjects of negotiations in the second year (2011-2012) through the fourth year (2013-2014).

1. Salary Schedule
2. Board Contribution to Current Insurance Programs;
3. Extracurricular Schedule, and
4. Each side may choose two additional items.

For the last year of the contract (2014-2015) of said contract any of the contract items listed may be part of the negotiations process. The RCFT and Board agree to exchange initial written proposals one week prior to the first agreed upon negotiations session.

#### B. Contract Attest

This Contract is made and entered into at Rushville, Indiana on September 7, 2010 by and between the Board of School Trustees of the Rush County Schools, County of Rush, State of Indiana, part of the first part, heretofore referred to as the "school employer," and the Rush County Federation of Teachers, party of the second part, heretofore referred to as the "exclusive representative."

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

BOARD OF SCHOOL TRUSTEES OF THE RUSH COUNTY SCHOOLS	RUSH COUNTY FEDERATION OF TEACHERS
Dr. Steve Sickbert, President	Jeff McDaniel, President
Paul W. Barada, Vice-President	Amy Elleman, Member
Anita Jackson, Secretary	Curt Powers, Member
Jane Carter, Member	Jerry Craig, Member
Jeff Slaton, Member	Julia Connolly, Member
Larry Scott, Member	
John D. Wilson, Member	
Dr. John Williams, Superintendent	
Dr. John Williams Chairman of the School Employer's Negotiating Team	Jeff McDaniel Chief Spokesperson of the Exclusive Representative

**APPENDIX A**

2010-2011

Board Approved

<b>BACHELOR'S</b>					<b>BACHELOR'S + 15 SEM. HRS.</b>				
<b>2010-2011</b>					<b>2010-2011</b>				
<b>Years Exp.</b>	<b>Salary Schedule</b>	<b>ISTRF</b>	<b>401</b>	<b>Contract Plus 401</b>	<b>Years Exp.</b>	<b>Salary Schedule</b>	<b>ISTRF</b>	<b>401</b>	<b>Contract Plus 401</b>
0	31924.51	957.74	986.47	33868.71	0	32282.56	968.48	997.53	34248.57
1	31924.51	957.74	986.47	33868.71	1	32282.56	968.48	997.53	34248.57
2	32715.77	981.47	1010.92	34708.16	2	33073.84	992.22	1021.98	35088.04
3	33530.67	1005.92	1036.10	35572.69	3	33888.73	1016.66	1047.16	35952.55
4	34370.57	1031.12	1062.05	36463.74	4	34728.62	1041.86	1073.11	36843.59
5	35231.45	1056.94	1088.65	37377.05	5	35589.51	1067.69	1099.72	37756.91
6	36116.01	1083.48	1115.98	38315.48	6	36474.08	1094.22	1127.05	38695.35
7	37028.20	1110.85	1144.17	39283.22	7	37386.26	1121.59	1155.24	39663.08
8	37958.75	1138.76	1172.93	40270.44	8	38316.82	1149.50	1183.99	40650.31
9	38912.99	1167.39	1202.41	41282.79	9	39271.05	1178.13	1213.48	41662.66
10	39890.87	1196.73	1232.63	42320.22	10	40248.92	1207.47	1243.69	42700.08
11	40896.35	1226.89	1263.70	43386.94	11	41254.44	1237.63	1274.76	43766.84
12	41921.55	1257.65	1295.38	44474.57	12	42279.62	1268.39	1306.44	44854.45
13	41921.55	1257.65	1295.38	44474.57	13	42279.62	1268.39	1306.44	44854.45
14	41921.55	1257.65	1295.38	44474.57	14	42279.62	1268.39	1306.44	44854.45
15	41921.55	1257.65	1295.38	44474.57	15	42279.62	1268.39	1306.44	44854.45
16	42967.79	1289.03	1327.70	45584.53	16	43325.85	1299.78	1338.77	45964.39
17	42967.79	1289.03	1327.70	45584.53	17	43325.85	1299.78	1338.77	45964.39
18	42967.79	1289.03	1327.70	45584.53	18	43325.85	1299.78	1338.77	45964.39
19	42967.79	1289.03	1327.70	45584.53	19	43325.85	1299.78	1338.77	45964.39
20	44038.98	1321.17	1360.80	46720.95	20	44397.05	1331.91	1371.87	47100.83

2010-2011 School Year

<b>MASTERS</b>					<b>MASTERS + 15 SEM. HRS.</b>				
<b>2010-2011</b>					<b>2010-2011</b>				
<b>Years Exp.</b>	<b>Salary Schedule</b>	<b>ISTRF</b>	<b>401</b>	<b>Contract Plus 401</b>	<b>Years Exp.</b>	<b>Salary Schedule</b>	<b>ISTRF</b>	<b>401</b>	<b>Contract Plus 401</b>
0	33393.98	1001.82	1031.87	35427.67	0	33990.75	1019.72	1050.31	36060.79
1	33393.98	1001.82	1031.87	35427.67	1	33990.75	1019.72	1050.31	36060.79
2	34337.70	1030.13	1061.03	36428.87	2	34934.46	1048.03	1079.47	37061.97
3	35298.50	1058.96	1090.72	37448.18	3	35895.25	1076.86	1109.16	38081.27
4	36290.82	1088.72	1121.39	38500.93	4	36887.60	1106.63	1139.83	39134.05
5	37308.16	1119.24	1152.82	39580.23	5	37904.93	1137.15	1171.26	40213.34
6	38342.55	1150.28	1184.78	40677.61	6	38939.33	1168.18	1203.23	41310.74
7	39401.93	1182.06	1217.52	41801.51	7	39998.68	1199.96	1235.96	42434.60
8	40482.32	1214.47	1250.90	42947.69	8	41079.11	1232.37	1269.34	43580.83
9	41591.64	1247.75	1285.18	44124.57	9	42188.43	1265.65	1303.62	44757.71
10	42719.35	1281.58	1320.03	45320.96	10	43316.15	1299.48	1338.47	45954.10
11	43872.07	1316.16	1355.65	46543.88	11	44468.80	1334.06	1374.09	47176.95
12	45048.41	1351.45	1392.00	47791.86	12	45645.17	1369.36	1410.44	48424.96
13	46249.75	1387.49	1429.12	49066.36	13	46846.50	1405.40	1447.56	49699.45
14	47472.09	1424.16	1466.89	50363.14	14	48068.86	1442.07	1485.33	50996.25
15	48720.73	1461.62	1505.47	51687.82	15	49317.49	1479.52	1523.91	52320.93
16	49987.82	1499.63	1544.62	53032.08	16	50584.56	1517.54	1563.06	53665.16
17	51281.11	1538.43	1584.59	54404.13	17	51877.89	1556.34	1603.03	55037.25
18	52600.74	1578.02	1625.36	55804.13	18	53162.64	1594.88	1642.73	56400.24
19	53937.44	1618.12	1666.67	57222.23	19	54534.19	1636.03	1685.11	57855.32
20	55299.11	1658.97	1708.74	58666.83	20	55895.90	1676.88	1727.18	59299.96