

CONTRACT

Between

**UNION SCHOOL
CLASSROOM TEACHERS ASSOCIATION**

And the

BOARD OF TRUSTEES

OF

UNION SCHOOL CORPORATION

July 1, 2015 – June 30, 2016

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**CONTRACT
BETWEEN
UNION SCHOOL CLASSROOM TEACHERS ASSOCIATION
AND THE
BOARD OF TRUSTEES OF UNION SCHOOL CORPORATION**

**ARTICLE I
RECOGNITION**

- A. The Board hereby recognizes the Union School Classroom Teachers Association (also known as the “USCTA”) as the exclusive representative of all teachers employed by the school corporation.
- B. Definitions
1. The term “teacher”, when used in this contract, shall refer to all teacher certified personnel contracted by the Board on a one-half time or more teaching contract, except the superintendent, principals, assistant principals, and athletic director.
 2. The terms “Board” and “USCTA”, when used in this contract, shall include authorized officers, representatives, and agents of these two groups.
 3. The term “school corporation,” when used in this contract, shall refer to the Union School Corporation of Union Township, Randolph County, and Stony Creek Township, Henry County, State of Indiana.
 4. The term “daily rate,” when used in this contract, shall refer to the annual school year salary divided by those contracted days.
 5. The term “hourly rate”, when used in this contract, shall refer to the daily rate divided by 7.5. “Hourly rate”, defined in this paragraph, shall be used to calculate the rate of pay for teacher certified personnel who teach summer school, evening school, special assignments (for example, homebound schooling), and other classes taught under a supplemental teacher’s contract (I.C. 20-28-6-7).
 6. The term “immediate family”, when used in this contract, shall refer to spouse, children, stepchildren, sisters, brothers, mother, stepmother, father, stepfather, mother-in-law, father-in-law, sisters-in-law, brothers-in-law, daughters-in-law, sons-in-law, grandparents, grandparents-in-law, or grandchildren.
 7. The term “member of the household,” when used in this contract, shall refer to any person who resides at the permanent residence of the employed teacher.

ARTICLE II
PROFESSIONAL COMPENSATION

A. SALARY

1. The basic salaries of teachers covered by this agreement are set forth in Appendix A – Compensation Model – which is attached to and incorporated in this agreement. The board will also pay the appropriate Indiana Public Retirement System (INPRS) contribution for each teacher.
2. The Union RISE model will be used to determine the final Evaluation Rating for each teacher in accordance with Indiana Code IC 20-28-11.5.
3. Teacher compensation will be based upon performance of teachers in two areas:
 - A. Years of Experience (Maximum of 1 point)

In order to qualify for a year of experience, a teacher must complete a minimum of 120 days of paid service and must be rated as Highly Effective or Effective on their final evaluation for the previous year in order to receive credit. Teachers that do not complete 120 days of paid service for the previous year will not move on the salary table and shall not be eligible for additional compensation. A teacher's experience will be weighted as 33% of the calculation used to determine a performance compensation stipend or salary increase
 - B. Teacher Evaluation (Maximum of 3 points)

In order to qualify under the teacher evaluation, a teacher must receive a rating of Highly Effective or Effective on their final evaluation for the previous year to qualify for any performance compensation. Teachers that receive a rating of Improvement Necessary or Ineffective will not move on the salary table and shall not be eligible for additional compensation. A teacher's rating will be weighted as 67% of the calculation used to determine a performance compensation stipend or salary increase.
4. Any teacher who taught at Union School Corporation as a Union School Employee for a minimum of 120 days during the 2014-2015 school year and received a rating of Highly Effective or Effective shall be advanced onto the new compensation model at the level that most closely matches their level of professional experience. If this placement shall cause a decrease in pay, then the teacher shall be placed at the level which most closely matches the teacher's current salary. If their exact salary is not listed on the table, then they will be placed at the next highest salary level.
5. The base salary for new teachers employed by the Board of Education shall be determined as set forth in Appendix A-1, Compensation Model Salary Table, which is attached and incorporated into this agreement. The Board will also pay the appropriate INPRS contribution for each teacher.
6. The Superintendent shall have the authority to hire a new teacher at a salary not to exceed the salary paid to current USCTA teachers, with the salary to be determined by the Superintendent and the Association based upon the needs of the district and the availability of qualified teachers for the position.

7. A teacher retiring at the end of a given year who is eligible to receive additional compensation, will be given a one-time payment of the amount for which they are eligible after their final rating has been determined for the year in which they retire. Such additional compensation would be the difference between the salary lane into which they would have moved and the salary which was received in the year of their retirement.
8. A teacher leaving at the end of a given year who is eligible to receive additional Compensation, will be given a one-time payment of the amount for which they are eligible after their final rating has been determined for their last year of employment with Union School Corporation. Such final compensation would be the difference between the salary lane into which they would have moved and the salary which was received in the year of their retirement.
9. A teacher who was at Professionalism Level 25+ of the Masters or Masters+15 lane of the Compensation Model Salary Table (Appendix A-1) for the 2015-2016 school year, shall qualify for a one-time performance stipend of \$1,200 for their 2016-2017 compensation, with 67% based upon receiving an evaluation rating of Highly Effective or Effective and 33% based on experience of completing 120 days during the 2015-2016 school year, payable in 26 pays after receiving their final evaluation for 2015-2016.
10. A teacher who was at Professionalism Level 25+ of the Bachelors or Bachelors+15 lane of the Compensation Model Salary Table (Appendix A-1) for the 2015-2016 school year, shall qualify for a one-time performance stipend of \$600 for their 2016-2017 compensation, with 67% based upon receiving an evaluation rating of Highly Effective or Effective and 33% based on experience of completing 120 days during the 2015-2016 school year, payable in 26 pays after receiving their final evaluation for 2015-2016.
11. For 2015-16, contracted teachers shall qualify for a one-time additional performance stipend of \$100.00 (One Hundred dollars) with 67% based upon receiving an evaluation rating of Highly Effective or Effective and 33% based on experience of completing 120 days during the 2014-2015 school year.

B. ACADEMIC CREDIT

1. The credit hours required to fulfill the Additional Degrees category of the Compensation Model Salary Table at the Bachelors plus 15, Bachelors plus 30, Masters or Masters plus 15 level must be from a program or an institution accepted by the Office of Educator Licensing and Development, Indiana Department of Education (IDOE), and must have been received after the original Bachelor or Master degree, respectively.
2. Continuing Renewal Unit (CRU) programs sponsored or approved by an accredited college or university, a school corporation or combination of school corporations, an educational service center organized under I.C.20-20-1, an interlocal agreement program organized under I.C.36-1-7, or the State Board of Education through the IDOE, will be accepted as Units to be applied toward hours beyond a Bachelor or Master degree.

3. Professional Growth Plan experience points (PGPs) will be accepted as points toward hours beyond a Bachelor or Master degree. PGPs must be registered and verified on the IDOE Licensing Verification and Information System (LVIS).
 4. The conversion of credit hours from quarter hours to semester hours will be three (3) quarter hours equal two (2) semester hours. The conversion for CRUs to credit hours will be fifteen (15) CRUs equal one (1) credit hour. The conversion for PGPs to credit hours will be fifteen (15) PGPs are equal to one (1) credit hour.
 5. Credit Hours, CRUs and PGPs, following the conversions listed in section 4., above, may be used in any combination to satisfy the total of fifteen (15) hours to qualify for the Bachelor plus 15 or Master plus 15 category on the Compensation Model.
 6. Notification of the intent to introduce credit hours, CRUs, or PGPs that warrant additional compensation must be made to the office of the Superintendent by May 1 of each school year. Written verification of the credit hours, CRUs, or PGPs must be provided to the office of the Superintendent on or before the first teacher day of each new school year in order to be factored into the Compensation Model being used to determine any salary increase for that new school year.
- C. The extracurricular schedule is set forth in Appendix B1 & B2.
1. A vacancy in a B1 or B2 position occurs when the individual holding the position resigns or is dismissed during the school year. All B1 and B2 positions are considered complete at the end of the season or school year, whichever occurs first. Vacancies will be filled according to the following procedure:
 - a. Assignments will be considered first on a voluntary basis from certified staff qualified for that position.
 - b. If a volunteer is not obtained from the certified staff, the Board may fill the position with another qualified person.
 - c. Notices of all vacancies that are not refilled by the current jobholder will be posted in the Superintendent's office, the elementary office, and the jr./sr. high office for a period of at least seven calendar days.
 - d. The principal and/or athletic director will make recommendations to the Board for approval. All teachers shall then be notified of their extracurricular assignments for the following school year on or before the last school day of the current school year whenever possible.
 2. Assistants for any extracurricular position may be provided at any time, at the sole discretion of the Board.
 3. The Board shall have the sole discretion to fill or leave open any position on the extracurricular schedule. The Board reserves the right to cancel a sport for lack of participation. In this case, the salary will be prorated.
 4. A person employed to coach one or more positions in the same sport (i.e., varsity and junior varsity basketball) shall receive the salary at the highest position and one-half the salary of the other position if practice is concurrent. In order to receive full salary for both positions, he/she must conduct separate practices.

5. Salaries for non-certified personnel employed on the B1/B2 schedules are to be set by the Board, but may not exceed the limits set forth on the B1/B2 schedules for certified personnel in that position.

- D. Teachers shall be paid their salaries and B1 extracurricular pays in twenty or twenty-six equal installments as elected by the teacher. If a B1 extracurricular position is filled after the first paycheck, that salary will be prorated for the remaining paychecks.

Pay dates for each school year shall be mutually determined by the Superintendent and Association no later than ten school days following approval of the school calendar by the Board.

1. All pay will be made by Electronic Funds Transfer (Direct Deposit) to the bank account identified by the teacher. Deposit of funds shall be on, or prior to, each specified payroll date.
2. A teacher may request in writing prior to April 1 the balance of all such salary due and payable at the close of the school term, provided that all contract services have been completed. This shall be issued in separate checks instead of one lump sum.
3. Extracurricular pay for all B2 positions will be paid according to one of the following options:
 - a. pay in one sum the first payday after the end of the school year;
 - b. pay in one sum the first payday after the completion of duty;
 - c. pay of half the sum the first payday after the season is half completed and the remaining sum the first payday after the completion of duty.

The sport season dates will be determined by the Superintendent and Athletic Director cooperatively. A list of beginning, middle, and ending dates shall be given to the USCTA on the first teacher day of the school year.

4. When a teacher is absent from work without pay, he/she shall have his/her daily rate deducted from the next pay for each day of absence.
5. Two (2) weeks notice shall be provided to the Corporation treasurer regarding changes in payroll deduction. Changes to tax withholdings may be made at any time by filing the appropriate withholding form(s).
6. Compensation to be paid for homebound instruction shall be turned in to the Central Office weekly each Monday by noon. Pay will be issued on the next normal pay date according to the pay schedule and shall be paid in a separate check. Hours must be authorized by the Central Office prior to homebound instruction.
7. Mileage will be paid as per Board approval for cases such as homebound instruction.

- E. The annual salary for all part-time teacher certified personnel teaching during regular school hours during the regular school year shall be calculated in accordance with the following formula: the annual salary for a full-time certified teacher having an equal number of years and equal educational degree with the part-time teacher, as indicated

on the Compensation Model Salary Table (appendix A), shall be divided by the total number of contract working days for a full-time teacher for the school year to arrive at the “daily amount”. The “daily amount” is then divided by the number of work periods in the school day and then multiplied by the number of work periods actually worked by the part-time teacher in the work day to arrive at the part-time teacher’s “daily pay”. The part-time teacher’s “daily pay” is then multiplied by the number of days that the part-time teacher is contracted to actually work to arrive at the part-time teacher’s contract salary for the school year. [Example: $\$34,000/185 = \183.78 (daily amount), $\$183.78$ (daily amount)/7.5 = $\$24.50$ X 4 periods actually worked = $\$98.00$ (daily pay), $\$98.00$ (daily pay) X 100 (days contracted to work) = $\$9,800.00$ (contracted salary).]

ARTICLE III

LEAVE

- A. Leave may be taken in ½ day segments. Leave shall be credited annually to each teacher on the first day of his/her employment year as follows:
 - 1. thirteen (13) days for a teacher who has signed his/her first regular teaching contract.
 - 2. eleven (11) days every year thereafter.

- B. When a teacher has been employed in another school corporation and had accumulated at least one (1) sick day at the time that they left that employment, then beginning in the teacher's second year at Union, the Corporation shall add up to three (3) sick days each year to the number of sick days to which the teacher is entitled under section A. (above) until the accumulated sick days to which the teacher was entitled in the teacher's last employment are exhausted. (I.C. 20-28-9-10)

- C. Unused leave shall accumulate and carry to the next year of employment.

- D. Absence due to injury incurred during the normal teaching day (as defined in Article IV) shall be deducted from the teacher’s sick leave days for one day’s absence. Secondly, if the injury should disable the teacher from work beyond one day, a doctor must verify the injury. If verified, the first day’s absence will not be deducted. If the doctor indicates that the teacher is capable of returning to work or returning to work with limitations, the teacher shall return or receive no pay. If the doctor indicates the teacher should refrain from coming to work, the teacher may take up to seven additional days without reduction to sick/personal leave days nor loss of pay. The Corporation will pay the difference between Workman’s Compensation and the daily rate if the absence exceeds seven days. In no case shall the teacher be paid more than his/her daily rate.

- E. All teachers shall be granted up to five days to be deducted from sick/personal leave for hospitalization, surgery, accident, or illness of the immediate family. This five day limit may be waived in the case of a terminal illness as determined by medical documentation and approval by the board of education.

ARTICLE IV
LEAVES OF ABSENCE

The adopted “Union School Corporation Leave Form” must be used for all requests. This form is in Appendix C.

- A. For leaves delineated in Sections B, C and D, a teacher may remain on the group health insurance plan, providing the teacher pays the entire cost during his/her leave.
- B. Adoptive Leave, Paternal Leave, and Family Illness Leave—These leaves may be granted for up to one year. The Board reserves the right to establish the length of leave if such request is for less than one-year duration. All such leaves shall be without pay, benefits, or increment. The teacher and the Superintendent shall determine beginning and ending dates of such leave mutually.
- C. Leaves of Absence—A leave of absence may be granted for a period of up to one year for the purpose of study at an accredited college or university, or due to illness. The Board reserves the right to establish length of leave if such request is for less than one-year duration. The teacher and the Superintendent shall determine beginning and ending dates of such leave mutually. Such leaves shall be without pay, benefits, or increment.
- D. Maternity Leave—A teacher who is pregnant shall be entitled to, upon request, a leave of absence to begin at any time between the commencement of her pregnancy and one year after the child is born. A teacher who is pregnant may continue in active employment as late into her pregnancy as she desires. All or any portion of leave taken by a teacher may, at the teacher’s option, be charged to her available sick leave. When sick leave is not used, this leave is without pay, benefits, or increment.
- E. Bereavement Leave—In case of death(s) within the immediate family or of a member of the household, the teacher shall be provided with a maximum leave per death of five school days beyond the death and shall receive full compensation for such leave. Also, one day’s leave may be taken for death of a niece, nephew, aunt, uncle, or cousin for up to a maximum of five days per school year with full compensation.
- F. Professional Leave—The Board will approve or disapprove all requests for professional leave. The Superintendent may act in advance of Board consideration in those cases not feasible for Board notice. The Board may require a report after such approved leave either in writing or personal appearance.

G. Legal Leave—Teachers who are called for jury duty or who are subpoenaed for witness in a trial in which they are not a party will be paid their regular salaries less the amount they are paid for the services they are called on to render. Teachers shall be paid their regular salaries during attendance at an administrative hearing or trial if required to attend by the school employer.

H. Sick Leave Bank

1. The Sick Leave Bank is a continuous year-to-year entity, the purpose of which is to relieve teachers from undue financial burdens as a result of an absence from work due to illness, injury or incapacitation sufficiently severe that would make their presence in school inadvisable.
2. The Sick Leave Bank Committee shall consist of the President of the Association, or his/her designee, a second representative of the Association, the Superintendent, and a second representative of the Board appointed by the Superintendent. The Association President shall be the chairperson of the Committee.
3. Organization and Membership
 - a. Any full-time teacher in the bargaining unit as defined in Article I-B-1 shall be eligible to become a member of the Sick Leave Bank.
 - b. The Bank shall be formed by voluntary participation and voluntary donation of two (2) personal sick leave days by teachers who then become members.
 - c. The Bank will be used only for personal illness, as set forth in Article III-A-1, 2 and only for those working days that the member is contracted.
 - d. The Bank shall be open for teachers to become members for thirty (30) working days following the opening day of school each year.
 - e. Teachers new to the school corporation may become members by donating two (2) personal sick leave days within the thirty-day membership period or within thirty (30) days of the teacher's initial contract obligation.
 - f. After the initial year of membership enrollment, teachers electing to continue membership in the Sick Leave Bank shall donate one (1) personal sick leave day within thirty (30) working days following the opening day of school each year.
 - g. At such time the Sick Leave Bank account falls below fifty (50) days, an obligatory assessment of one (1) sick leave day shall be made upon all current members of the Bank who have personal sick leave days remaining.
 - h. Teachers who have been in the school corporation may become members by paying all back assessments due had the teacher joined the Bank when that teacher first had the opportunity.
 - i. Any and all donated days lose their identity and become the property of the Sick Leave Bank.
 - j. Upon retirement, a teacher may donate sick leave days over 100 to the Sick Leave Bank.

4. Procedure

- a. Written application by the teacher or a member of the teacher's family, accompanied by a physician's certificate stating the nature, length of the disability, and prognosis of the teacher's condition, shall be submitted to the chairperson of the Sick Leave Bank Committee for each request.
- b. Each applicant must be acted upon by the entire committee, and any decision to grant Sick Leave Bank days must be decided by a majority vote of the Committee. The decision of the Sick Leave Bank Committee shall be final. The chairperson shall inform the applicant (or where advisable, a member of the family) of the Committee's decision and shall also report the decision to grant Sick Leave Bank days to the Corporation Treasurer.
- c. The maximum number of days that may be granted per teacher shall be twenty (20) days per application for a maximum of forty (40) working days for the school year.
- d. The applicant must use all available sick/personal leave days as set forth in Article III-A-1, 2 before Sick Leave Bank days shall be approved.
- e. There must be a waiting period of five (5) working days after the teacher's personal sick leave days have expired before Sick Leave Bank days become effective. Upon request by the applicant or a member of the immediate family, up to and including all five (5) days of this waiting period may be waived at the discretion of the Committee.
- f. Upon returning to work, the member shall repay the Sick Leave Bank the number of days used at the rate of two (2) days per school year. Repayment shall begin with the school year immediately following the school year during which the Sick Leave Bank days were granted.
- g. If a member of the Bank retires, resigns, or for other reasons leaves the school corporation before Sick Leave Bank days are repaid, the debt shall be waived.

ARTICLE V

FRINGE BENEFITS

- A. The Board shall contribute \$650.00/month toward any plan offered by the Randolph County Schools Insurance Consortium. Teachers shall pay the difference between the chosen plan and \$650.00/month by payroll deduction. In the event that both husband and wife are eligible for such coverage, they may elect to take individual single coverage plans, or may receive an amount equivalent to two times the single plan amount toward a family plan so long as the husband and wife are assessed at least one dollar each for the plan.

- B. The Board shall provide a long-term disability plan with a sixty-day elimination period. At the conclusion of the elimination period, the teacher will be eligible to receive 66 2/3% of his/her salary. The Board will assume premium costs for the long-term disability program minus one dollar.
- C. A term life insurance program, which will provide a \$50,000 death benefit and double indemnity death benefit in the case of accidental death, shall be provided for each teacher at a cost of one dollar per year to the teacher. The policy shall contain a conversion clause not requiring a physical examination at the time of conversion. Teachers who are ineligible or elect not to participate in the group health insurance program (as defined in Article III-A) shall receive an additional \$50,000 term life insurance at no additional cost to the teacher. The death benefit will be reduced as per provisions of the life insurance contract in effect at the time, i.e., most policies reduce benefits at a certain age by a certain percentage.
- D. The policies in Section A, B, and C of this article shall be a written recommendation by an advisory committee composed of faculty and administrative representatives with final approval being the responsibility and right of the Board.
- E. A 403(b) program shall be provided for any teacher to participate in on a voluntary basis with the teacher paying for the entire amount of the premium through a payroll deduction plan. Any new 403(b) program must be approved by the Board and will require a minimum of five participants.
- F. Retirement Benefit—Retirement benefits shall be provided to a retiring teacher according to the following requirements and provisions:
 - 1. To be eligible one must be at least fifty years of age, have at least fifteen years of experience, and have at least ten continuous years of service in the Union School Corporation.
 - 2. The teacher must notify the Board in writing through the Superintendent of his/her intent to retire by January 1 of the year of retirement. In the event a teacher must retire for his/her own health, the notice shall be waived by Board action. If any such teacher, having given written notice of intent to retire and being eligible for this additional compensation, should die before said retirement, the Corporation shall pay to the estate of that teacher the lump sum amount that would have been paid to the teacher had the teacher not died prior to retirement.
 - 3. The teacher must, at the time of retirement, be employed by Union School Corporation.
 - 4. PL 199 Agreement

EFFECTIVE DATE: The following amendments are made to the Contract Agreement between the Union School Corporation Board of School Trustees hereinafter the “Board” or the “Corporation” and Union School Classroom Teachers Association hereinafter the “Association,” signed the 13th day of September, 2004. These amendments shall be effective with respect to any

teacher retiring on or after the 1st day of July, 2004. Any teacher who has retired before the effective date will only be entitled to those benefits contained in the Contract Agreement as of the time of his or her retirement, but as may be otherwise revised from time to time.

Article I
Retirement Severance Benefit
(Prior to 2004 hire date)

An individual who is employed as a bargaining unit member at the time of retirement or severance from employment will be eligible for the following severance benefits provided the teacher has otherwise satisfied the requirements and conditions described below.

A. Group Health Insurance

Immediately following severance, the teacher and his/her spouse, if any, shall have the option of remaining in the Corporation's current group health insurance plan if all of the following conditions are met as of the date of severance and thereafter:

1. While the retired teacher and spouse, if any, remain enrolled in the health insurance plan, the retired teacher and spouse shall pay the entire insurance premium applicable to the insurance coverage, with the premium payment to be made monthly for each succeeding year.
2. Within ninety (90) days of the severance date, the teacher has provided a written request to the School Corporation for continuing insurance coverage for the teacher and spouse, if any.

When a retired teacher first becomes eligible for Medicare, the teacher's eligibility to continue to participate in the Corporation's group health insurance plan shall terminate, if not earlier terminated according to applicable law. (The same termination of eligibility shall also apply when a retired teacher's spouse first becomes eligible for Medicare.) It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws that establish an eligible teacher's right to continue health insurance for the teacher and spouse, including if otherwise applicable, Indiana Code 5-10-8-2.6. Therefore, this right to extended coverage shall not override any rights to continuing health care coverage as required by COBRA.

Article II
Buy Out of Retirement Benefits
(Prior to 2004 hire date)

A. Elimination of Prior Agreement's Retirement and Severance Pay Plan

The Board and the Association specifically reserves the authority to revise or terminate the retirement benefits contained in earlier agreements. Exercising

this authority, the Board and the Association now confirm that Article VIII, Section F, entitled Retirement Benefit, in the Agreement immediately before this amendment's effective date, is terminated and shall not apply to any teacher retiring or severing employment with the school corporation on or after this amendment's effective date, except that those teachers who are eligible to retire prior to the start of the 2006-07 school year may elect to retire under the provision of this section or the retirement provisions contained in the prior agreement. To exercise such option, the eligible teachers must submit a one-time irrevocable letter to the Superintendent indicating their choice no later than October 11, 2004. (For those teachers submitting a letter to retire at the end of the 2005-06 school year, such retirement date may be moved up by one year, upon mutual agreement between the Board and the teacher.) Those teachers who retired or severed employment before the effective date shall only be entitled to the retirement benefits contained in the prior agreement as of the time of his or her retirement, but as may be otherwise revised from time to time.

B. Entitlement to Retirement Benefits and Vesting Requirements

1. A teacher shall be fully vested in the Retirement Benefits described in this article if the retiring teacher has satisfied the following requirements:
 - a. The teacher has reached the age of fifty (50); and
 - b. The teacher must have completed not less than fifteen (15) full years as a professional educator; and
 - c. The teacher has at least 10 continuous years of service with the Corporation.
2. The teacher must notify the Board in writing through the Superintendent of his/her intent to retire by January 1 of the year of retirement. In the event a teacher must retire for his/her own health, the notice shall be waived by Board action.

C. Actuarial Determination of Value of the Current Retirement and Severance Pay Plan

The Educational Services Corporation has been selected to determine the present value of the unfunded severance benefits described in the prior agreement. In making this present value determination, the Educational Services Corporation shall use the following assumptions:

1. The assumed interest rate for the purpose of determining the present value is four percent (4%) in the first two (2) years of the plan and seven and one half percent (7.5%) each year thereafter. However, for post-retirement cash flow purposes, a four (4%) interest rate shall be used.
2. It is assumed that an employee terminates employment at the end of the school year in which the employee attains age fifty-eight (58), or at the end of the current year if the individual is already fifty-eight (58) or older. If an employee continues employment after the attainment of age fifty-eight (58), the employee does continue to receive all ongoing Board

contributions to the 401(a) and VEBA, if any, and the employee does continue to share in any future forfeitures.

3. The anticipated amount of the Severance Pay Plan shall be determined using the amount of annual benefit described in Article VIII of the prior agreement. However, it is assumed that individuals do not retire until the later of: (a) attainment of age fifty-eight (58), or (b) satisfaction of the eligibility requirements of this Article.
4. Using the method of calculation described in Article VIII of the prior agreement, the severance benefit for each employee will be determined, subject to the following adjustments:
 - a. Sick leave accumulation shall be calculated as of June 30, 2004, with each teacher's average yearly accumulation to a maximum of 9 days and a minimum of 2 days added for each year until age fifty-eight (58).
 - b. Only those days in excess of 100 to a maximum of 100 days will be calculated for buyout purposes. For all days remaining when the teacher actually retires to a maximum of 100, the Board shall purchase those days at \$100 per day. Up to the first \$2,000 shall be paid in cash and the balance shall be paid into the teacher's 401(a) account. For days not bought out, teachers shall have the option of contributing in the first year of the bank any or all of those days to the newly created Sick Leave Bank. For any days so contributed, the Board shall match such contribution to an aggregate maximum of one hundred (100) days in the first year of the Bank.
 - c. A rate of \$100 will be used for the sick day amount.
5. The present value of the future Retirement Benefit payments will be reduced by the Social Security and Medicare taxes (FICA) that would have been payable if the retirement benefits had been paid directly to the employee.
6. A termination ratio of two and one half percent (2.5%) shall be applied.
7. For calculation purposes under this section, the single health insurance premium shall be assumed to be \$9,000. The health insurance benefit for years 6 and 7 of the post-retirement benefit shall be assumed to be \$1,000.
8. Employees hired after the 30th day of June, 2004, shall not be entitled to any payment for the eliminated severance benefits. In other words, no contribution shall be made for individuals hired or rehired after the 30th day of June, 2004.
9. Amounts forfeited upon termination of employment because of the failure to meet the applicable vesting requirements shall not be reinstated or re-credited if an individual is subsequently rehired or re-employed by the school corporation. However, if the Board approves a leave of absence for an employee, or while an employee is on the RIF list, such period of leave or RIF shall not result in forfeiture, provided the employee shall promptly return to employment following the expiration of the period of leave or RIF.

10. The present value of the Retirement Benefits Plan under the prior agreement shall be calculated, effective as of the 15th day of July, 2004.
11. To confirm the accuracy of the underlying information to be used in the present value calculations, each teacher shall be provided with his or her basic data that will be used in the calculations, including, but not limited to, the following information as of the 30th day of June, 2004: base salary, age, years of service, and accumulated sick leave. The Educational Services Company shall assist in the preparation of this verification sheet for each teacher. However, the Board will have the responsibility to forward the verification sheets to the respective teachers. Any corrections must be returned to the Board within ten (10) days of the receipt of the verification sheets.

Using the above assumptions and the other assumptions contained on the buyout spreadsheet, the Educational Services Company shall prepare the present value calculations for each teacher and the contributions described hereinafter will be made.

D. Buyout Contributions

1. VEBA. The school corporation shall contribute to a voluntary employees' beneficiary association ("VEBA") as described in Section 501(c)(9) of the Code, that amount representing the present value of the group health insurance benefits and term life insurance as calculated for all employees under Subsection C above. The ISTA Financial Services Corporation shall be the organization administering the VEBA and shall be the single investment vendor for the VEBA. The terms and conditions for the administration and operations of the VEBA shall be as follows:
 - a. The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the vendor for the VEBA.
 - b. Until such time that an employee has retired and satisfied the eligibility requirements set forth in this Article, the employee shall have no access to the assets held in his or her separate VEBA account.
 - c. If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in this Article, the terminated employees' VEBA account shall be forfeited. Forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate VEBA accounts. This reallocation shall be in a manner similar to that used by the Educational Services Company in initially determining the present value calculations. Therefore, the VEBA accounts of the following employees will not share in the reallocation of a forfeiture of a VEBA account:

- (i) Employees who forfeited their VEBA accounts in the same year;
- (ii) Employees who previously forfeited their VEBA accounts; and
- (iii) Employees who have attained the age of fifty-nine (59) and terminated employment in or before the year of the reallocated forfeiture.

Furthermore, VEBA accounts of employees who have attained the age of fifty-nine (59), but who have not terminated employment may share in the reallocated forfeiture, but on a reduced actuarial basis.

- d. Following retirement and the satisfaction of the requirements set forth in this Article, a retired employee may use the amounts held in his/her separate VEBA account to purchase from the Corporation or any other vendor of the teacher's choosing health insurance premiums, term life insurance premiums, and to be reimbursed for un-reimbursed medical expenses of the employee, spouse, and dependents. Furthermore, following the death of an employee who had otherwise satisfied the requirements of this Article, any amounts remaining in the deceased employee's VEBA account may continue to be used to pay these premiums and expenses of the employee's spouse and dependents. At no time may the VEBA make loans to an employee, his/her spouse, or his/her dependents.
 - e. The school corporation shall not be paid any compensation for its services performed on behalf of the VEBA. All costs incurred in the administration of the VEBA and investment fees shall be paid from the VEBA assets.
2. 401(a) Plan. The school corporation shall establish a qualified retirement plan as described in Section 401(a) of the Code. The total sum of the amount calculated by Educational Services Corporation as the present value for the retirement pay and severance benefits shall be contributed by the school corporation to the 401(a) Plan by the 31st day of December, 2004. The single investment vendor for the 401(a) Plan shall be the ISTA Financial Services Corporation. The 401(a) Plan's terms and conditions for the administration of the 401(a) Plan shall be as follows:
- a. The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan.
 - b. Until such time that an employee has retired and satisfied the eligibility requirements set forth in this Article, the employee shall have no access to the assets held in his or her separate 401(a) plan account.
 - c. If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in this Article, the terminated employee's 401(a) Plan account shall be forfeited. The forfeited

amounts shall be reallocated at the end of each plan year among the then remaining separate 401(a) Plan accounts in a manner similar to that used in initially determining the present value calculations. Therefore, the 401(a) Plan accounts of the following employees will not share in the reallocation of a forfeiture of a 401(a) Plan account.

- (i) Employees who forfeited their 401(a) Plan accounts in the same year;
- (ii) Employees who previously forfeited their 401(a) Plan accounts; and
- (iii) Employees who have attained age of fifty-nine (59) and terminated employment in or before the year of the reallocated forfeiture.

Furthermore, 401(a) Plan accounts of employees who have attained the age of fifty-nine (59), but have not terminated employment may share in the reallocated forfeiture, but on a reduced actuarial basis.

- d. Following retirement and the satisfaction of the requirements set forth in this Article, a retired employee may elect to commence distributions from his/her 401(a) Plan account. If an employee dies after having satisfied the requirements of this Article, the deceased employee's 401(a) Plan account shall be distributable to the decedent's designated beneficiary or to his/her estate if no beneficiary designation has been made. At no time may a participant borrow from his/her 401(a) Plan account.
- e. The school corporation shall not be paid any compensation for its services performed on behalf of the 401(a) Plan. All costs incurred in the administration of the 401(a) Plan and investment fees shall be paid from the 401(a) Plan assets.

E. Future Adjustments

The parties agree that this Article, or any other provision of this Agreement does not constitute an expectation of receiving the enumerated retirement benefits by any current employee, future employee, prospective employee or applicant beyond the expiration of this Agreement. Therefore, except as otherwise limited by applicable law, it is understood that the Board and Association may in the future bargain modifications of any kind to this provision, provided however, that the future revision of this Article shall not affect the retirement benefits of teachers already receiving benefits pursuant to this Section.

Article III Retirement Savings 401(a) Annuity Plan (After 2004 hire date)

- A. The school corporation shall establish a qualified retirement plan as described in Section 401(a) of the Code.

For teachers hired after June 30, 2004, the Board agrees to contribute into each individual's separate 401(a) account one half of one percent (.5%).

- B. There will be no comingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan. The single investment vendor for the 401(a) Plan shall be ISTA Financial Services Corporation.

Each bargaining unit member shall be 100% vested in these individual 401(a) accounts.

Article IV
Retirement Savings VEBA Plan
(After 2004 hire date)

- A. The school corporation shall contribute to a voluntary employees' beneficiary association ("VEBA") as described in Section 501(c)(9) of the Code as follows:

For teachers hired after June 30, 2004, the Board agrees to contribute into each individual's separate VEBA account one half of one percent (.5%).

The Board shall make equal monthly contributions throughout the school year, and will complete its contributions on or before August 1 of each succeeding year. There will be no comingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the VEBA Plan. The single investment vendor for the VEBA Plan shall be the ISTA Financial Services Corporation.

Each bargaining unit member is considered 100% vested in these individual VEBA accounts.

- G. A current copy of State guidelines and options concerning disbursement of retirement benefits will be provided and explained individually to each retiree by the Superintendent.
- H. Section 125 Benefit—The benefit provided to employees by Section 125 of the Revenue Act of 1978 shall be made available to any teacher so requesting. The Corporation will pay the administrative costs.

ARTICLE VI
GRIEVANCE PROCEDURE

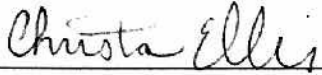
A grievance shall be defined as an alleged violation or claimed misinterpretation of a specific article or section of this agreement.

- A. Step 1 / Informal - The grievant must present the grievance to his/her principal by meeting with him/her in an informal manner. Within seven (7) days the principal shall give his/her answer to the grievant in response to the alleged violation or misinterpretation.
- B. Step 2 / Formal Level I - In the event the grievance is not resolved in Step One, the Association may file a formal grievance utilizing Appendix D, Formal Grievance Form, with the building principal, within thirty (30) calendar days following the incident that causes the grievance. The building principal shall within seven (7) calendar days submit a written response.
- C. Step 3 / Formal Level II - If the grievance is not resolved at this stage, the Association may submit the grievance, in writing, within ten (10) calendar days to the superintendent who shall give the Association a hearing within fifteen (15) calendar days of receipt of the appeal and shall give a decision, in writing, within five (5) calendar days following the hearing.
- D. Step 4 / Formal Level III - If the Association is not satisfied with the decision of the superintendent, said grievance may, within ten (10) calendar days of receipt of the decision, be submitted in writing to the Board who shall hold a hearing within twenty (20) calendar days of receipt of the appeal. The decision of the Board shall be final unless otherwise provided by law.

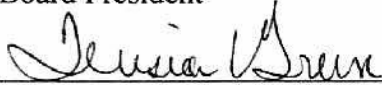
ARTICLE VII
TERM OF AGREEMENT

This contract is made and entered into at Modoc, Indiana, on this 22nd day of October, 2015 by and between the Board of School Trustees of the Union School Corporation, County of Randolph/Henry, State of Indiana, party of the first part, heretofore referred to as the "School Employer," and the Union School Classroom Teachers Association, party of the second part, heretofore referred to as the "Exclusive Representative."

Board of School Trustees of
Union School Corporation



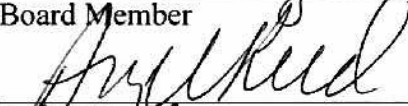
Christa Ellis
Board President



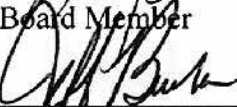
Jessica Green
Board Secretary



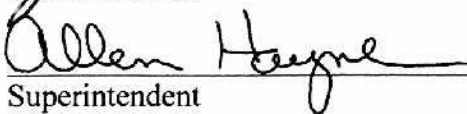
Christa M. Ogborn
Board Member



Amy Reed
Board Member



Jeff Burk
Board Member

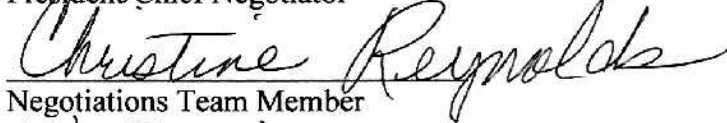


Allen Hayne
Superintendent

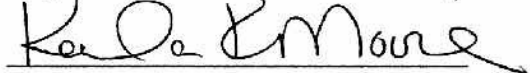
Union School Classroom
Teachers Association



Patrick Palumbo
President/Chief Negotiator



Christine Reynolds
Negotiations Team Member



Ken DeLoe
Negotiations Team Member

APPENDIX A COMPENSATION MODEL

Teacher compensation will be based upon performance of teachers in two areas: years of experience and teacher evaluation.

A. Years of Experience (Maximum of 1 point)

In order to qualify for a year of experience, a teacher must complete a minimum of 120 days of paid service and must be rated as Highly Effective or Effective on their final evaluation for the previous year in order to receive credit. Teachers that do not complete 120 days of paid service for the previous year will not move on the salary table and shall not be eligible for additional compensation. A teacher's experience will be weighted as 33% of the calculation used to determine a performance compensation stipend or salary increase

B. Teacher Evaluation (Maximum of 3 points)

In order to qualify under the teacher evaluation, a teacher must receive a rating of Highly Effective or Effective on their final evaluation for the previous year to qualify for any performance compensation. Teachers that receive a rating of Improvement Necessary or Ineffective will not move on the salary table and shall not be eligible for additional compensation. A teacher's rating will be weighted as 67% of the calculation used to determine a performance compensation stipend or salary increase.

Formula – The amount of performance compensation by a teacher will be determined by the following formula or calculation:

1. A total of four (4) points must be earned for a teacher to be eligible for performance compensation.
 - a. Years of Experience @ 1 point
 - b. Teacher Evaluation @ 3 points
2. A teacher's experience may count for no more than 33% of the calculation used to determine a performance compensation stipend or salary increase, or raise. A teacher's evaluation will count for 67% of the calculation.

3. The Compensation Model and accompanying Salary Table will be implemented for the 2015-2016 school year. Compensation movement in the 2016-2017 school year shall be figured as follows:

- a. Years of Experience – (maximum of one (1) point)

In order to qualify for a year of experience and earn one (1) point, a teacher must have a minimum of 120 paid days per TRF and the teacher must be rated highly effective or effective.

- b. Teacher Evaluation – (maximum of three (3) points)

In order to qualify under the teacher evaluation, a teacher must have a final rating of highly effective or effective to earn three (3) points. A rating of improvement necessary or ineffective shall not earn any points.

- c. When the teacher has earned all four (4) points based on the Compensation Model formula, then the teacher shall move vertically (downward) to the next level for the following year.

i. Those teachers who obtain the necessary credit hours/points/degree warranting the next level of education defined on the schedule will move to the right one column (horizontal movement on same row/level), and then vertically (downward) to the next level for the following year provided that they have earned all four (4) points based on the Compensation Model formula.

- d. Those teachers receiving a rating of Improvement Necessary or Ineffective will remain at their previous compensation for the following year.

APPENDIX A-1
COMPENSATION MODEL SALARY TABLE

Professionalism Level	Bachelors	Bachelors +15 or 225 CRUs or equivalent	Bachelors +30 or Masters or 450 CRUs or equivalent	Bachelors +45 or Masters +15 or 675 CRUs or equivalent
0	31,000	31,825	32,650	33,475
1	31,746	32,571	33,658	34,483
2	32,492	33,317	34,665	35,490
3	33,238	34,063	35,673	36,498
4	34,000	34,810	36,681	37,506
5	34,731	35,556	37,688	38,513
6	35,477	36,302	38,696	39,521
7	36,223	37,048	39,704	40,529
8	37,000	37,794	40,712	41,537
9	37,732	38,540	41,719	42,544
10	38,462	39,287	42,727	43,552
11	39,208	40,033	43,735	44,560
12	39,959	40,784	44,742	45,567
13	40,700	41,525	45,750	46,575
14	41,179	42,004	46,758	47,583
15	41,658	42,483	47,765	48,590
16	42,137	42,962	48,773	49,598
17	42,616	43,441	49,780	50,605
18	43,095	43,920	50,787	51,612
19	43,700	44,399	51,750	52,619
20	44,053	44,878	52,801	53,626
21	44,532	45,357	53,808	54,633
22	45,011	45,836	54,815	55,640
23	45,490	46,315	55,822	56,647
24	45,970	46,795	56,829	57,654
25+	46,700	47,275	57,836	58,661

Article II.A.8 A teacher who was at Professionalism Level 25+ of the Masters or Masters+15 lane of the Compensation Model Salary Table (Appendix A-1) for the 2015-2016 school year, shall qualify for a one-time performance stipend of \$1,200 for their 2016-2017 compensation, with 67% based upon receiving an evaluation rating of Highly Effective or Effective and 33% based on experience of completing 120 days during the 2015-2016 school year, payable in 26 pays after receiving their final evaluation for 2015-2016.

Article II.A.9 A teacher who was at Professionalism Level 25+ of the Bachelors or Bachelors+15 lane of the Compensation Model Salary Table (Appendix A-1) for the 2015-2016 school year, shall qualify for a one-time performance stipend of \$600 for their 2016-2017 compensation, with 67% based upon receiving an evaluation rating of Highly Effective or Effective and 33% based on experience of completing 120 days during the 2015-2016 school year, payable in 26 pays after receiving their final evaluation for 2015-2016.

APPENDIX B1

EXTRA CURRICULAR SCHEDULE

Schedule B1 includes school clubs and activities that function year-round.

Schedule B1

Academic Coordinator (Includes coaching interdisciplinary squad)	\$650
Academic Coach	\$500
Academic Coach	\$500
Academic Coach	\$500
Academic Coach	\$500
Academic Coach	\$500
Academic Coach	\$500
Art Club	\$375
Band	\$3,000
Choral Music	\$375
Class Sponsors	
Seventh	\$100
Seventh	\$100
Eighth	\$100
Eighth	\$100
Freshmen	\$100
Freshmen	\$100
Sophomores	\$270
Sophomores	\$270
Juniors	\$1,150
Juniors	\$1,150
Juniors	\$1,400
Seniors	\$1,400
Little Hoosiers	\$375

National Honor Society	\$450
Ropin' Rockets	\$1,000
Running Rockets	\$1,000
Elementary Student Council and Spell Bowl	\$450
Student Council (Joint Sponsor)	\$450
Student Council (Joint Sponsor)	\$450
School Publications	\$1,900
Spanish Club	\$375
Theater (The school will reimburse up to \$250 of expenses for each production)	\$950

The following to be paid from Grant money:

High Abilities Coordinator	\$550
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APPENDIX B2

EXTRA CURRICULAR SCHEDULE

Schedule B2 includes sports and school clubs that are seasonal.

Schedule B2*

*For these athletic positions a minimum of five games is required for full pay. If five games are not played, the pay will be one-half for each position.

Archery	
Boys & Girls	\$1,405
Baseball:	
Spring	\$2,150
Spring Assistant	\$775
Basketball	
Varsity Boys	\$4,725
Junior varsity Boys	\$2,215
Varsity Girls	\$4,725
Junior Varsity Girls	\$2,215
5th Grade Boys	\$610
5th Grade Girls	\$610
6th Grade Boys	\$610
6th Grade Girls	\$610
7th Grade Boys	\$1,375
7th Grade Girls	\$1,375
8th Grade Boys	\$1,375
8th Grade Girls	\$1,375
9th Grade Boys	\$1,640
9th Grade Girls	\$1,640
Cheerleaders	
High School	\$840
Junior High	\$515
Elementary	\$275

Cross Country	
Varsity Boys & Girls	\$1,350
Junior High Boys & Girls	\$870
Golf	
Varsity Boys	\$1,405
Varsity Girls	\$1,405
Softball	\$2,150
Sports Events Supervisor	
Elementary	\$290
Jr. High	\$650
Sr. High	\$650
Track	
High School Boys	\$1,730
Junior High Boys	\$940
High School Girls	\$1,730
Junior High Girls	\$940
Volleyball	
Varsity Girls	\$2,005
Assistant Girls	\$1,120
7th Grade Girls	\$840
8th Grade Girls	\$840

APPENDIX C
LEAVE REQUEST FORM

Name _____

Today's Date _____

Date of Leave _____ All day _____ A.M. _____ P.M. _____

Please check reason for leave request:

_____ Personal

_____ Professional – Identify _____

_____ Bereavement – List Relationship _____

_____ Jury Duty

_____ Other – Identify _____

Arrangements necessary during absence _____

Time Substitute needed _____

For Professional Leave, please attach flyers, registration forms, and other supporting documents.
If Reimbursement is requested, attach receipts and indicate amount requested below:

It is understood that the teacher shall be responsible for leaving lesson plans, seating charts, special medical needs, etc., for the substitute during this leave. In the event of a requested substitute, it is understood that availability may impact such a request.

Employee Signature date

Principal Signature date

Superintendent Signature date

Superintendent's recommendation in the case of professional leave _____

Board of Trustees' Approval (if needed): _____ Leave Granted _____ Leave Denied

Reason for Denial _____

APPENDIX D
UNION SCHOOL CORPORATION
FORMAL GRIEVANCE FORM

Please Check When Completed: Date Filed _____

_____ Original Form – Principal

_____ Copy – Superintendent

_____ Copy – USCTA

_____ Copy – Teacher Involved _____

_____ Copy – Teacher Involved _____

_____ Copy – Teacher Involved _____

(Attach additional sheets as necessary)

Date of initial informal meeting with principal _____

Level I

A. Date alleged violation occurred _____

B. Fact giving rise to the grievance _____

C. Provision of contract allegedly violated, misinterpreted, or misapplied _____

D. Contention of the grievant with respect to the grievance _____

E. Relief sought _____

_____ Grievant(s) Signature(s) _____ Date

F. Disposition by Principal _____

Principal Signature Date

G. Position of Grievant(s) / USCTA _____

Grievant(s) Signature(s) Date

Level II

A. Date Received by Superintendent _____

B. Disposition by Superintendent _____

Superintendent Signature Date

C. Position of Grievant(s) / USCTA _____

Level III

A. Date Submitted to School Board _____

B. Disposition by School Board _____

President of Board Signature Date

Secretary of Board Signature Date