

## 2019-2020 Collective Bargaining Reporting

Area Type	
Number of 2019-2020 teacher contract days	
Number of 2019-2020 teacher contract hours	
<b>Full Time Teachers (FT)</b>	
<i>Teacher is defined as a certificated employee on a regular teachers contract who is not also on a regular administrators contract. This should include all certificated employees whose primary responsibility is the instruction of students as referenced in IC 20-18-2-22.</i>	
Total number of 1.0 FTE teachers as of 12/31/2019	
Total number of years of experience for all 1.0 FTE teachers as of 12/31/2019	
<b>Salaries for all Full Time Teachers</b>	
Total number of 1st year (new to teaching), FTE 1.0 teachers hired during 2019-2020	
At the beginning of the 2019-2020 school year how many 1.0 FTE teachers were hired with previous teaching experience?	
Total number of 1.0 FTE teachers who retired during the 2018-2019 school year	
Total number of 1.0 FTE teachers who were retained from 2018-2019	
Total of salary costs for all FT teachers 2019-2020. FT teacher salary is the amount listed on the regular teachers contract.	
Total dollar amount of 1.0 FTE teachers' salaries funded by federal grants 2019-2020	
Total dollar amount of FT teachers' salaries funded by property tax referendum	
Did your school corporation use any of the savings from 2% TRF pension pay down for teacher compensation, including benefits and or base salary?	
Minimum annual teacher salary FT 2019-2020	
Maximum annual teacher salary FT 2019-2020	
According to last year's CBR, the statewide 1.0 FTE teacher salary average was \$52,737. How many 1.0 FTE teachers have a salary below \$52,737?	
According to last year's CBR, the statewide 1.0 FTE teacher salary average was \$52,737. How many 1.0 FTE teachers have a salary above \$52,737?	
Did your corporation provide base salary increases to teachers?	
How many FT teachers received a base salary increase?	
Total cost of FT teachers' salary base increases 2019-2020	
Total of all 1.0 FTE teacher compensation paid out during the 2019-2020 contract term. <i>(Compensation includes all salary, wages, and benefits paid to and on behalf of 1.0 FTE teachers)</i>	
Did you provide a one-time stipend (excluding extracurricular, ancillary duties, teacher appreciation grants, and supplemental payments) to FT teachers during 2019-2020?	
Total amount of bargained stipends (excluding extracurricular, ancillary duties, teacher appreciation grants, and supplemental payments) paid to teachers during 2019-2020	
Total number of FT teachers receiving a stipend in 2019-2020	
Did your corporation offer a Career Ladder/teacher performance model program (as defined by IC 20-20-43-4) ?	
Total number of FT teachers with 1 year experience	
Total cost of salaries for all FT teachers with 1 year of experience	
Total number of FT teachers with 5 years of experience	

Total cost of salaries for all FT teachers with 5 years of experience	
Total number of FT teachers with 10 years of experience	
Total cost of salaries for all FT teachers with 10 years of experience	
Total number of FT teachers with 15 years of experience	
Total cost of salaries for all FT teachers with 15 years of experience	
Total number of FT teachers with 20 years of experience	
Total cost of salaries for all FT teachers with 20 years of experience	
Total number of FT teachers with 25 years of experience	
Total cost of salaries for all FT teachers with 25 years of experience	
Total number of FT teachers with 30+ years of experience	
Total cost of salaries for all FT teachers with 30+ years of experience	

**Supplemental Payments**

*Definition of Supplemental Payments: Pursuant to IC 20-28-9-1.5 (a) a school corporation may provide a supplemental payment to a teacher in excess of the salary specified in the school corporation's compensation plan for certain degrees or subjects taught as listed in the statute. This does NOT include summer school.*

For 2019-2020 did you provide any non-bargainable supplemental payments?	
If yes, what was the total amount paid in 2019-2020?	
Are the supplemental payments paid as a stipend only?	
Are the supplemental payments paid as a base increase only?	
Are the supplemental payments paid as a combination stipend and base increase?	

**Retirement**

Did you have a bridge plan for early teacher retirees 2019-2020?	
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**Teachers Retirement Fund**

Who paid the mandatory employee TRF contribution 2019-2020	
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**Other Retirement Plans**

*Indicate percent (%) or amount (\$) of a teacher's salary your corporation contributes to any of the following 2019-2020*

401(a) %	
401(a) \$	
403(b) %	
403(b) \$	
VEBA %	
VEBA \$	
Other not elsewhere defined %	
Other not elsewhere defined \$	
If you answer "other", please describe briefly	

**Retirement Buyout**

During 2019-2020 did you offer a retirement buyout to teachers?	
How many bargaining unit members accepted the retirement buyout?	
What was the total cost of the retirement buyout?	

**Paid Time Off**

Total number of paid time off (including illness, personal, and vacation) days a teacher earns at the beginning of each school year.	
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Maximum number of paid time off days a teacher can accrue while employed at the corporation. <i>If there is no corporation cap (or maximum) please enter the number of days accrued by the person with the most accrued days.</i>	
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**District Level, Non-Teaching Administrators (excluding Superintendent)**

Number of nonteaching, 1.0 FTE district level administrators	
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Total overall number of nonteaching, 1.0 FTE district level administrators contract days. Add the days for all administrators and enter total.	
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Total salary costs of all nonteaching, 1.0 FTE district level administrators (excluding superintendent)	
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Total compensation of nonteaching, 1.0 FTE district level administrators (excluding superintendent) <i>Total compensation refers to all salary, stipends, wages, and benefits paid to district level administ</i>	
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The minimum nonteaching, 1.0 FTE district level administrator salary	
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The maximum nonteaching, 1.0 FTE district level administrator salary	
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**Superintendent**

Superintendent salary	
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Superintendent total compensation <i>Total compensation refers to all salary, stipends, wages, and benefits paid to superintendents.</i>	
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**Health Plans**

Did your corporation provide health insurance plans to teachers?	
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Did you place restrictions on coverage for an employee's spouse if he or she has access to healthcare through their own employer?	
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Did you implement a spousal surcharge program where an employee must pay an additional cost to cover a working spouse who has the option to elect health coverage from his or her employer and has declined the coverage?	
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For 2019-2020 were you self insured, fully insured or participate in a trust/consortium?	
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How many plan types are available?	
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**Dental Plans**

Did your corporation provide dental insurance plans to teachers?	
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For 2019-2020 were you self insured, fully insured or participate in a trust/consortium?	
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How many plan types are available?	
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**Vision Plans**

Did your corporation provide vision insurance plans to teachers?	
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For 2019-2020 were you self insured, fully insured or participate in a trust/consortium?	
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How many plan types are available?	
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