MASTER AGREEMENT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES

DELAWARE COMMUNITY SCHOOL CORPORATION

AND

THE DELAWARE COMMUNITY

CLASSROOM TEACHERS ASSOCIATION

2015-2017

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AGREEMENT

PREAMBLE

This agreement entered into this August 4, 2015, by and between the Board of School Trustees, Delaware Community School Corporation, Delaware County, Indiana (hereinafter referred to as the Board), and the Delaware Community Classroom Teachers Association (hereinafter referred to as the Association), an affiliate of the Indiana State Teachers Association and the National Education Association.

ARTICLE I
RECOGNITION

The Board hereby recognizes the Association as the exclusive bargaining representative of certificated employees in the following bargaining unit:

> All certified employees, in Delaware Community School Corporation, except for the Superintendent, assistant superintendent(s), business manager, principals, assistant principals, (if they spend more than fifty percent (50%) or more of their time during the student day in administrative duties), high school athletic director, and all supervisors and directors with corporation-wide responsibilities, heads of department who evaluate teachers for the purposes of employment, and all other persons not "school employees" as defined in IC 20-29-2-13 of the act. Unless otherwise indicated, the term "teacher" as used herein shall refer to all employees in the bargaining unit as defined above. Reference to male teachers will include female teachers.

ARTICLE II
DUES DEDUCTION

The Board agrees to deduct from the salaries of teachers who are members of the Association, dues of such Association provided that such teachers sign and deliver to the Board an assignment authorizing such deduction. Such assignment shall be organized for each building by the Association prior to the submission to the business office. The board will deduct such dues in sixteen (16) equal payments starting with the first payment in October. The deductions shall be remitted monthly to the Association following the receipt of each such authorization and so long as the authorization is not revoked. Each teacher may at any time revoke such authorization by fifteen (15) days notification delivered to the Superintendent. The authorization for payroll deduction of Association membership dues shall be on a continuing basis unless revoked, in writing, by the employee through the Association by September 1st, with a signed copy also submitted to the Superintendent.

The Board shall also make payroll deductions upon written authorization from teachers for all payroll deduction programs approved by the Board. All deductions, except Association dues, must be authorized by the first day of the school year and the first day of the second semester. Changes in credit union deductions will be allowed.

The Board shall not be responsible for collecting any such dues, assessments, or fees not properly authorized to be deducted.

The Association agrees to hold the Board free and harmless from any and all liability to which it may be subjected as a result of compliance with provisions of ARTICLE II and making of deductions of dues from the pay of teachers and remittance thereof to the Association.

ARTICLE III
TEACHING CONDITIONS AND TEACHERS' RIGHTS

The President of the Association or his/her designees shall be allowed to use a maximum of ten (10) school days for the transaction of Association business. No more than four (4) members may use these days on the same day. The President shall notify, in writing, his/her building principal(s) at least one (1) day prior to taking such leave days. A request of an emergency nature may be expedited through the principal or the Superintendent by telephone to be followed after verbal action by the aforementioned written notice. The School Corporation shall arrange for a substitute teacher for such leave days and the cost of the substitute so provided shall be divided equally between the School Corporation and the Association.

ARTICLE IV
LEAVES OF ABSENCE

A. SICK LEAVE – Regular School Year

1. A teacher shall be entitled to be absent from work on account of personal illness for a total of ten (10) days the first year of employment and for a total of eight (8) days for each year thereafter without loss of compensation. If in any one (1) year the teacher is absent on account of personal illness for fewer than the number of days allowed, the remaining days will be accumulative to a total of ninety (90) days. Any and all accumulative sick leave may not be used other than during active employment. The right to such accumulative sick leave shall be automatically waived by a teacher during a leave of absence granted said teacher for any reason whatsoever except as provided in ARTICLE V hereof, however, this accumulative sick leave shall be available upon return to regular service.

2. A teacher may use up to ten (10) accumulated sick leave days per year for family illness.

B. SICK LEAVE – Summer School

A teacher shall be entitled to be absent from work on account of personal illness for one (1) day of their summer school assignment. This day will not accumulate. After such day has been used, the teacher may use previously accumulated sick leave at the rate of one hour for each hour missed. Recording at the end of summer school shall be done in half-day increments.

SICK LEAVE BANK

A sick leave bank will be established to relieve teachers from financial burdens as a result of an absence from work due to illness, injury, or other medical incapacitation of a member teacher.

Any teacher in the bargaining unit as defined in ARTICE I may become an initial member of the sick leave bank by voluntarily donating one (1) personal sick leave day.

Each school year, teacher may join prior to October 1st. A teacher hired after October 1st of a school year may join within thirty (30) days of his/her hiring date. Teachers who did not or do not join the sick leave bank prior to October 1st of the initial year of employment or within thirty (30) days of his/her hiring date may become members by enrolling prior to October 1st of any succeeding year by contributing one (1) personal sick leave day and contributing all additional days from back assessments that would have been contributed had the teacher joined prior to October 1st of initial year of employment or within thirty (30) days of his/her hiring date.

The procedure to obtain use of the Sick Leave Bank shall be as follows:

1. Written application by the member 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 conditions shall be submitted to the Sick Leave Bank Advisory Group consisting of two (2) members designated by the Superintendent and three (3) members designated by the President of the Association.

2. The applicant must be a member of the sick leave bank.

3. The bank may be used only by the individual contributor for his or her personal illness.

4. Days from the bank may be used only for those working days that the individual contributor is contracted during the regular school year.

5. The applicant must use all available sick leave days before application for use of the sick leave bank will be approved by the sick leave bank committee.

6. Application shall be acted upon by the entire Advisory Group, and any positive decision must be by a majority vote of the Group. The Advisory Group shall inform the applicant, or where advisable a member of the family, of the decision of the Group. The decision of the Sick Leave Bank Advisory Group shall be final.

7. The maximum number of days that may be granted per teacher shall be twenty-five (25) working days per school year. The maximum number of sick leave bank days eligible for a school year shall not exceed one hundred twenty five (125) days. In the event of a catastrophic incident consideration will be given to exceed the 125 day cap.

Upon return to work, the member shall repay the sick leave bank the number of days used at the rate of three (3) days per school year effective for days granted on or after August 11, 2011. Repayment will begin with the school year immediately following withdrawal of days from the bank.

At such time as the sick leave bank account falls below fifteen (15) 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. For those who have used all sick leave days such assessment may need to be made the following school year in order to balance the account.

If a member of the Bank retires, resigns or for other reasons leaves the school corporation, before the repayment to the Bank has been completed, the debt shall be waived.

D. TRANSFERS

A teacher transferring to the Delaware Community Schools from another Indiana school corporation upon completing one year of service in the Delaware Community School Corporation, may transfer his/her accumulated sick leave at the rate of three (3) days per year of teaching experience in the Delaware Community School Corporation until the number of accumulated days to which said teacher was entitled in the last place of employment shall be exhausted.

E. PERSONAL LEAVE

1. Four (4) days during each contractual year of employment for the transaction of personal business and/or civic affairs shall be granted teachers upon request in writing to the Principal/Administrative designee. Such days shall be without loss of compensation and no reason must be given other than "Personal Business." Without the approval of a central office administrator, personal days may not exceed three (3) consecutive working days. Written requests shall be submitted to the Principal/Administrative designee at least one working day prior to the leave. A personal day shall not be taken the day before or the day following: Winter (Christmas) Break, Spring Break, Fall Break, and Thanksgiving Break.

2. An emergency personal leave may be expedited through the Principal/Administrative designee by telephone to be followed after verbal action by aforementioned written notice.

3. At the end of each school year, unused personal business days shall be credited to cumulative sick leave.

4. No personal business day shall be charged to a teacher for a day on which the building to which the teacher is assigned is closed by direction of the Board.

F. BEREAVEMENT

Up to five (5) consecutive school days shall be granted due to a death in the teacher's immediate family. Bereavement leave may commence with the day following the day of such a death, but no later than five (5) school days after the death. "Immediate family" shall

be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the teacher. In the event of the death of a person for whom the teacher is the legal guardian, the teacher shall have the same leave benefit as if the deceased were a member of the teacher's immediate family. Three (3) school days shall be granted for a grandchild. Two (2) school days shall be granted for grandparents, brother-in-law, or sister-in-law. One (1) school day shall be granted for aunt, uncle, niece, nephew, or first cousin. In the event of a death in the immediate family, the teacher may reserve one day of the five-day leave period for later use in handling the affairs of the deceased. The day so reserved may be used up to one calendar year after the death.

G. PROFESSIONAL LEAVE

Professional absence with pay will be allowed for trips which have been approved by the board in advance. This may, at the discretion of the Board, include leave for the purpose of visiting other schools with similar programs for the exchange of ideas, concepts, or methods.

H. JURY DUTY

While on jury duty, a teacher shall be allowed full pay for time missed from school duties upon receipt of documentation. The amount received for jury service shall be returned to the Delaware Community Schools.

I. GENERAL LEAVE

One (1) year leave of absence, without pay and benefits, may be granted to teachers whom have taught five (5) or more years in the Delaware Community Schools. Base pay for teachers returning from leave shall remain the same as their last calculated base prior to leave plus any current year wage increase based upon their last evaluation. Teachers on leave will not be eligible for any wage or stipend increases granted during their time of leave.

When such a leave is requested and granted, it is anticipated that the teacher intends to return to the Delaware Community Schools to teach for a period of at least two (2) years.

1. Application procedure:

   Applications shall be made to the Superintendent in writing before April 1st stating the purpose for which the leave is requested.

2. Approval of leave:

   All approvals for leaves must be made by the Board upon recommendation of the Superintendent.

3. Term of leave:

   Leaves will be granted for a definite, stated period which may not exceed one year.

4. Considerations:
    a. Membership in life, health, hospitalization and major medical group insurance plans may be continued by the teacher personally prepaying the total premium for the year to the Business Office.

    b. Acceptance of fellowship or like source of supplemental income is permissible so long as they do not impede fulfillment of the purposes for which the leave is granted.

    c. The administration will assign the staff member; upon his/her return to the Delaware Community Schools, to his/her former or comparable position. In all cases, the best interests of the school system and its educational program shall be the deciding factor.

J. ADOPTIVE LEAVE

Adoptive leave shall be granted, without pay and benefits, for up to a period of one (1) school year. Base pay for teachers returning from leave shall remain the same as their last calculated base prior to leave plus any current year wage increase based upon their last evaluation. Teachers on leave will not be eligible for any wage or stipend increases granted during their time of leave. As soon as possible after the teacher becomes aware of the tentative time the adoptive leave will be desired, the teacher shall notify the Superintendent's Office in writing of the desire for the anticipated length of the leave. The period of leave shall not commence more than two (2) weeks prior to the date when the teacher-parent is officially expected to initially take official custody of the child. A teacher returning from adoptive leave shall be assigned to a position according to terms and conditions contained in ARTICLE V, Section E.

ARTICLE V
POLICY ON LEAVE FOR MAJOR DISABILITY

This policy shall apply to leave in all cases where a teacher is unable to teach because of a disability substantial in nature or duration. Such physical disability shall include, among other items, disability arising from major surgery, childbirth, physical illness, mental illness or severe emotional disturbance, causing a disability for more than three (3) weeks. The Board may condition the granting of such leave on a satisfactory statement from a physician which indicates the teacher to be examined by a second physician who the teacher and the Board shall jointly select. The cost of such a second examination shall be paid by the School Corporation.

A. Use of Term-The masculine gender shall include the feminine whenever required by the context in which this policy is applied.
B. Anticipated Disability – Where disability can reasonably be anticipated, as in the case of a scheduled operation, the following rules shall apply: (a) the teacher requesting leave shall notify the Superintendent of the expected time of leave as soon as reasonably possible, and

(b) where the teacher's condition raises any serious problem to the teacher's health in the period prior to the beginning of leave, the Board may request, and condition the time leave begins on, a statement by the teacher's physician as to the teacher's ability to continue teaching.

Any teacher who is pregnant may continue in active employment as late into pregnancy as she desires, if she is able to fulfill the requirements of her position. Temporary disability caused by pregnancy shall be governed by the same provisions governing sickness and by the following: (a) any time between the commencement of her pregnancy and one (1) year following the birth of the child, if except in a medical emergency, she notifies the Superintendent of the School Corporation in which she teaches at least thirty (30) days before the date on which she desires to start her leave. She shall also notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. In case of a medical emergency caused by pregnancy, the teacher shall be granted a leave immediately upon her request and certification of the emergency from an attending physician.

C. Time of Return to Teaching Duties – Subject to the notice and other requirements set out in "D" , the teacher may resume duties at such time as, in the opinion of the teacher and the teacher's physician, that the teacher is able to resume teaching upon giving a written five (5) working day notification to the Superintendent. The Board may, at its option, require the certificate of the physician to this effect.

If a temporary teacher's contract has been issued to a teacher who replaces another teacher who is on disability leave, the Board may, at its option, require the teacher on leave to wait until the end of the temporary contract to return to work, unless the teacher incurring the disability has an emergency family hardship such as the death of the spouse, disability of spouse or other family emergency.

D. Notice of Return to Teaching – As soon as reasonable determinable after the commencement of the disability leave, the teacher shall notify the Superintendent of the estimated time of return to teaching, or of the fact that the teacher does not intend to resume teaching duties, and shall, if intending to return to teaching, keep the Superintendent advised of any change in such estimated time. Teachers intending to resume teaching duties shall so notify the Superintendent as soon as they have recovered from their disability, and shall furnish the Board proof of their continued disability at any time during such disability, if requested by the Superintendent. Unless waived by the Board, the teacher shall not be entitled to return to teaching duties unless at least two (2) calendar weeks' notice is given by the teacher of the intention to return to work.

E. Position to Which Teacher Returns – Upon a teacher's return to work, the Board shall assign the teacher to the same position held by such teacher when leave commenced or to a substantially similar position, except in the following instances:

1. Where the position and such substantially similar position has been filled by a teacher pursuant to a temporary or regular teaching contract;

2. Where the return is within six (6) weeks of the end of the semester.

In either event, the teacher shall be assigned a teaching position in the following order of preference: to any available position for which the teacher is qualified, or to a position as a substitute teacher as such position may be available. Such alternate assignment shall extend solely to the end of any current semester if the disability began within such semester. In any case, the teacher, if otherwise entitled to a contract at the commencement of the next school year, shall be assigned in accordance with the policies and applicable law governing reassignment as though the teacher had taken no leave, subject, however, to dismissal for reduction of staff in accordance with the procedures under applicable law.

F. Limitations – Leaves are generally granted for periods not to exceed one (1) year. Teachers must re-apply for any leave in excess of one year.

G. Sick Leave – Any teacher taking leave of absence under this policy may use any days of sick leave which the teacher has accumulated, or under the School Corporation's sick leave policy, but shall be required at the option of the Board, to present a doctor's certification of disability to justify such use of accumulated sick leave days. If a teacher desires to use "sick days" during a leave for major disability, then the teacher must notify the Superintendent's Office of this fact, in writing, prior to the commencement of the leave. Where circumstances do not permit such notice, then notice will be given as soon as possible.

ARTICLE VI
RETIREMENT BENEFITS

A. Establishment of Qualified Plan

1. The Corporation shall establish a qualified defined contribution retirement plan (the "Plan") under Section 401(a) of the Internal Revenue Code of 1986 (the "Code"), effective as of July 1, 2004, for the benefit of each employee who is eligible to participate. The Plan shall permit contributions by the Corporation. Each employee participating in the Plan shall have an individual account to which the contributions for his or her benefit under paragraph 2 below, as applicable, shall be made. The employee shall have the right to direct the investment of the funds in his or her account from among the investment options made available by the vendor. Gains and losses shall accrue on the principal of each individual account form actual date of funding.

2. The Corporation's contribution shall be two percent (2.0%) annually of each teacher's regularly scheduled (base) salary. (excluding extra-curricular and supplemental contracts) The Corporation shall deposit these contributions at least monthly to the individual account to be established for each teacher. Each teacher's individual account shall become vested (nonforfeitable) upon the teacher's death while an employee of the Corporation or upon

completion of the following number of completed years of continuous service to the Corporation:

Completed Years of Service	Percent Vested
0-1	0%
2	20
3	40
4	60
5	80
6 or more	100

For purposes of this paragraph, continuous service shall not be considered to be broken in the event of a teacher's approved leave of absence pursuant to Article IV or V of this Agreement (provided that the teacher returns to teaching with the Corporation at the expiration of the leave.) However, the teacher shall not be credited with any additional years of continuous service for the period during which he or she was on approved leave or during which he or she was not employed by the Corporation due to a reduction in force. FMLA may provide additional benefits.

If an employee retires or otherwise terminates employment with the Corporation before becoming fully vested in his or her individual account under the Plan, the nonvested (forfeitable) amounts shall be returned to the Corporation.

3. Teachers shall continue to have the option to invest their own funds in tax-deferred annuities with the company they select for such purposes pursuant to a salary reduction arrangement under Section 403(b) of the Code.

B. Post Retirement Health Insurance.

Teachers at Delcom who are in the bargaining unit and complete their final year of employment shall have continuing coverage until July 31st of such year. An employee who retires from the Corporation shall be eligible to remain on the health, dental, and/or vision insurance programs available to all other employees defined in this Master Contract by payment of the full insurance premiums as they become due until he or she attains eligibility for Medicare benefits.

C. Notification of Retirement.

An employee shall notify the Corporation of his or her intent to retire no later than March 1st proceeding the last year of employment. This notice of intent to retire shall not be construed as the employee's official notice of resignation or retirement; provided, however, the employee shall give such official notice of resignation or retirement no later than March 1st of the last year of employment. This notice shall be considered as the employee's official notice of resignation or retirement and shall be binding on both the employee and the Corporation.

ARTICLE VII
SALARY AND OTHER COMPENSATIONS

A. During the term of this Agreement the salaries of teachers shall be those stated in Appendix A 2015-2017 of this Agreement, the extra-curricular payments to teachers shall be those stated in Appendix B of this Agreement, the extended contract payments to teachers shall be those stated in Appendix C of this Agreement, and stipends payments to teachers shall be those stated in Appendix E, which appendices are hereby made a part of this Agreement.

B. Basic salary for teachers shall be paid in twenty-four (24) equal payments per contract year. Such payments shall generally be made on the 5th and 20th days of each month, subject to the discretion of the Board to elect a date later than the 5th day of the first month in a particular school year because of a later school starting date.

C. When applicable, teachers shall receive full credit for teaching experience in a public school. A minimum of one hundred twenty (120) days shall constitute a year's experience.

D. The individual teacher is responsible for seeing that licenses are current and renewed when due and for seeing that outside teaching, military service, and cumulative sick leave are properly certified and submitted to the Superintendent's office.

E. For the purpose of determining the number of years experience on the pay schedule only, credit shall be given for each year of military service up to a maximum of six (6) years. A minimum of eight (8) months either of military service or military service combined with school teaching experience shall constitute one year's experience provided that such service shall take place within the regular school year, from August 1st to July 31st. The above shall apply to all veterans who were honorably discharged.

F. A teacher who is not provided with a vehicle and who, as a regular part of his or her classroom duties, is required to travel from one building to another in order to perform assigned teaching duties, and who is authorized in advance and who files a Form 101, shall, for the miles of such travel between buildings, be reimbursed at the rate of the current IRS mileage rate.

G. The Board shall provide health and related benefits to teachers by entering into an agreement with a company mutually selected by the Corporation and Association, with a deductible not greater than $500/$1000 for the 2013-2014 insurance year and thereafter, with a $2500/$5000 Stop Loss; the Board shall pay the following costs for such program, with each teacher to pay the remaining balance:

1. Beginning with the 2015-16 contract year, the Board shall contribute seventy-six percent (76%) of the family health plan cost, seventy-six percent (76%) of the employee and dependents health plan cost, seventy-six percent (76%) of the employee and spouse health plan cost, or ninety percent (90%) of the single health cost.

2. Beginning with the 2015-16 contract year, the Board shall contribute sixty percent (60%) of the family dental plan cost, sixty percent (60%) of the employee and dependents dental plan, sixty percent (60%) of the employee and spouse dental plan, or ninety percent (90%) of the single dental plan cost.

3. Beginning with the 2015-16 contract year, the Board shall contribute sixty percent (60%) of the family vision plan cost, sixty percent (60%) of the employee and dependents vision plan, sixty percent (60%) of the employee and spouse vision plan, or ninety percent (90%) of the single vision plan cost.

4. If married teachers are both full time teachers in the Delaware Community School Corporation, the Board shall contribute one hundred percent (100%) of the family health, dental and vision programs.

5. Individuals who receive one hundred percent (100%) insurance contribution from the Board, and any couples who receive one hundred percent (100%) insurance contribution from the Board shall pay $1.00 per teacher per school year per benefit for such benefits.

6. In the event the Board decides to change insurance companies, the Association will participate with the Board in the selection process of the health insurance company.

H. The Board shall make available to all certified employees, the benefits of Section 125 of the Revenue Act of 1978, as amended. Administration of this program shall be assigned to a company chosen by mutual agreement of the board and the Association. This plan shall be available as soon after ratification of this Agreement as reasonable can be done.

ARTICLE VIII
LIFE INSURANCE

The Board will provide $100,000.00 of group term life insurance/and AD&D for each teacher.

ARTICLE IX
GROUP INCOME PROTECTION PLAN

The Board shall provide all the teachers with an income protection plan providing the disability benefits stated below:

1. Accident and/or sickness income benefits shall begin on the ninety-first (91st) day of total disability or illness and shall continue until the teacher reaches the age of eligibility for normal Social Security benefits for any one continuous period of illness or disability. Monthly benefits shall be sixty-six and two-thirds percent (66 2/3%) of the teacher's gross monthly base salary from the Board.

2. The income protection plan shall be a standard program subject to the normal restrictions of the company.

3. The Board shall pay all except one dollar ($1.00) per year of the premium for each teacher covered by the plan, the remaining $1.00 to be paid by each teacher.

ARTICLE X
COMPLETE AGREEMENT

This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement.

Any individual contract between the board and an individual teacher, heretofore executed shall be subject to and made subject to and consistent with the terms of this or subsequent agreements to be executed by the parties. If an individual contract contains any language inconsistent with the Agreement, this Agreement, during its duration, shall be controlling.

The Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. The provisions of the Agreement shall be incorporated into and be considered a part of the established policies of the Board.

The parties agree that all negotiable items have been discussed during the negotiations leading to this Agreement and therefore agree that negotiations will not be reopened, except as herein specifically provided, on any item whether contained herein or not, during the life of this Agreement.

ARTICLE XI
TERMS OF AGREEMENT

Except where noted, this Agreement shall be effective on August 4th, 2015 and shall continue in full force and effect through June 30, 2017.

This Agreement executed at Delaware County, Indiana, on this August 4th, 2015

President, Board of Education

8-4-15
Date

Teresa L Orcutt
President, DCCTA

8/4/15
Date

Nancy M. Kunk
Bargaining Spokesperson

8/4/15
Date

APPENDIX "A"
2015-2017 Compensation

Delaware Community School Corporation and the Delaware Community Classroom Teachers Association present the following in accordance with Indiana Code 20-28-9. Indiana Code prevails when any part of this document is determined to contradict Indiana Law; however, any contradiction does not void the agreement as a whole.

The base-salaries provided to full-time Delaware Community School certified teachers should be a minimum of $35,663 and a maximum of $64,812 plus any increases and stipends provided under this agreement.

New Employee Base Salary
Base Salary for new teachers will be a minimum of:

Year/Degree	BS	MS	PhD/EdD/EdS
2015-2016	**$35,663**	**$36,376**	**$37,149**
2016-2017	**$36,020**	**$36,740**	**$37,520**

The salaries of a new employee will be determined by comparing the new employee's years of teaching experience in accredited schools and the new employee's education level with the years of teaching experience and the education level of current employees. The new employee's salary will be a determined by the superintendent using these parameters. No new employee may earn more than the highest paid teacher currently employed with the same years of teaching and education level.

Current Employee Base Salary
Base Salary for an individual current employee for the 2015-16 school year equals the base salary of the individual teacher for the 2014-15 school year plus the additional wages earned pursuant to the compensation formula outlined below. Base Salary for an individual current employee for the 2016-17 school year equals the base salary of the individual teacher for the 2015-16 school year plus the additional wages earned pursuant to the compensation formula outlined below. Base salary for future years will be as determined by the compensation formula outlined below. Stipends are not included in the Base Salary.

Compensation Formula

Step 1. Determine Eligibility
Employee must complete a minimum of 120 days of service the prior year at DelCom and must have received an evaluation of highly effective or effective to be eligible for a salary increase.

Step 2 Determine Educational Attainment Factor (EAF)

Eligible teachers will receive an educational attainment factor equal to their level of education as depicted below:

BS+ 0 = 0	**M + 0 = .17**
BS + 15 = .07	**M + 15 = .20**
BS + 21 = .12	**M + 30 = .25**
BS + 27 = .14	**EdD, EdS, PhD = .30**

15 PGP's or PDP's = 1 credit hour
*See PD guidelines in appendix D

Official transcripts for verification of educational credits and documentation of PGP's/PDP's must be provided to the central office on or prior to July 15th to be eligible for EAF increases.

Step 3 Determine Evaluation Rating (ER)

Eligible teachers will receive an evaluation factor based upon their prior year evaluation as depicted below:

Evaluation Rating (ER)

Highly effective = .70
Effective = .67
Improvement Necessary or Ineffective = 0

Step 4: Determine teacher's Increment Factor (IF)

A teacher's Increment Factor **"IF"** will equal to the sum of her/his Educational Attainment Factor **"EAF"** and her/his Evaluation Rating **"ER".**

IF = EAF + ER

Step 5: Determine teacher's Salary Increase

A teacher's Salary Increase will equal her/his Increment Factor divided by the sum of all teachers' Increment Factors multiplied by the "POM."

Teacher's salary increase = (Individual IF / Sum IF for all teachers') x POM

Amount of General Fund Dollars Available for Salary Increase or Pot of Money "POM"

2015-2016 POM = $74,000

2016–2017 POM = $74,000

EXAMPLE: Teacher Sub Factor Score Determined by Prior Year Performance

	Teacher A	Teacher B	Teacher C	Teacher D	Teacher E	Teacher F	Total Factor
Additional degrees	0	0.12	0	0.20	0.20	0.30	
Evaluation rating	0..67	0.67	0	0.70	0	0.70	
Total of sub factors	0.67	0.79	0	0.90	0	1	3.36

***3.36 represents the total score of ALL teachers in the group/corporation in this example**

APPENDIX "B"

2015-2017
DELAWARE COMMUNITY SCHOOL CORPORATION

EXTRA CURRICULAR SCHEDULE

BOY'S ATHLETICS		NUMBER OF POSTIONS
FOOTBALL:		
Head Coach.....	.20	1
Assistant Coaches.....	.11	5
Freshman Coach.....	.07	1
Freshman Assistant.....	.05	2
8th Grade Coach.....	.07	1
8th Grade Assistant.....	.05	1
7th Grade Coach.....	.07	1
7th Grade Assistant.....	.05	1
BASKETBALL:		
Head Coach.....	.20	1
Assistant Coach.....	.11	1
Freshman Coach.....	.07	1
Assistant Freshman Coach...	.05	1
8th Grade Coach.....	.07	1
7th Grade Coach.....	.07	1
6th Grade Coach.....	.06	1
TRACK:		
Head Coach.....	.11	1
Assistant Coach.....	.06	1
7th & 8th Grade Coach.....	.06	1
7th & 8th Assistant Coach.....	.04	1
WRESTLING:		
Head Coach.....	.13	1
Assistant Coach.....	.07	1
Freshman Coach.....	.05	1
7th & 8th Grade Coach.....	.06	1
7th & 8th Assistant Coach.....	.035	1
CROSS COUNTRY:		
Head Coach.....	.06	1
7th & 8th Grade Coach.....	.05	1
7th & 8th Assistant Coach.....	.035	1

GOLF:

Head Coach.....	.06	1

BASEBALL:

Head Coach.....	.11	1
Assistant Coach.....	.06	1
Freshman Coach.....	.05	1

SOCCER:

Head Coach.....	.06	1
Assistant Coach.....	.04	1

SWIMMING:

Head Coach.....	.11	1
Assistant Coach.....	.04	1
Diving Coach.....	.04	1
7th & 8th Grade Coach.....	.04	1
7th & 8th Assistant Coach.....	.035	1

TENNIS:

Head Coach.....	.11	1
Assistant Coach.....	.04	1

INTRAMURAL/FITNESS DIRECTORS:

High School Director.....	.05	1
Elementary School.....	.03	6
Middle School Director.....	.05	1

<u>GIRL'S ATHLETICS</u>

VOLLEYBALL:

Head Coach.....	.11	1
Assistant Coaches.....	.06	2
8th Grade Coach.....	.06	1
7th Grade Coach.....	.06	1
6th Grade Coach.....	.05	1

CROSS COUNTRY:

Head Coach.....	.06	1

SOCCER:

Head Coach.....	.06	1
Assistant Coach.....	.04	1

BASKETBALL:

Head Coach.....	.20	1
Assistant Coach.....	.11	1
Assistant Coach.....	.07	1

8th Grade Coach.....	.07	1
7th Grade Coach.....	.07	1
6th Grade Coach.....	.06	1

SWIMMING:

Head Coach.....	.11	1
Assistant Coach.....	.04	1
Diving Coach.....	.04	1

GYMNASTICS:

Head Coach.....	.07	1
Assistant Coach.....	.04	1

TRACK:

Head Coach.....	.11	1
Assistant Coach.....	.06	1
7th & 8th Grade Coach.....	.06	1
7th and 8th Assistant Coach.....	.04	1

SOFTBALL:

Head Coach.....	.11	1
Assistant Coach.....	.06	1
Freshman.....	.05	1

TENNIS:

Head Coach.....	.11	1
Assistant Coach.....	.04	1

GOLF:

Head Coach.....	.06	1

OTHER EXTRA-CURRICULAR ACTIVITIES – HIGH SCHOOL

Department Heads.....	.02	13
Science Fair.....	.01	1
Student Council.....	.02	1
Yearbook – Newspaper.....	.05	1
Class Sponsors:		
Freshman-Sophomore.....	.02	4
Junior.....	.03	2
Senior.....	.01	2
Cheerleading Coach.....	.09	1
Assistant Cheerleading Coach..	.06	1
Choir Director.....	.05	1
Band Director.....	.12	1
Assistant Band Director.....	.045	1
Musical Director.....	.025	1
Radio Station Manager.....	.045	1
Television.....	.045	1
Greenhouse Caretaker.....	.03	1

Auditorium Manager.....	.05	1
Dramatics.....	.02	1
Honor Society.....	.02	1
Activity Supervisor.....	.081	2.5
Academic Coaches.....	.025	4
Open Gym.....	.06	1
Weight Room Supervisor.....	.06	1
Special Olympics.....	.02	1
Best Buddies.....	.02	1
Teacher/Tech Trainer.....	.07	2

OTHER EXTRA-CURRICULAR ACTIVITIES – MIDDLE SCHOOL

Department Heads.....	.02	6
Music Programs.....	.005	4
Science Fair.....	.005	1
Student Council.....	.02	1
Cheerleading Coach.....	.05	1
Yearbook Sponsor.....	.02	1
Musical Group.....	.03	1
Honor Society.....	.01	2
Math Counts.....	.01	1
Athletic Director.....	.06	1
Academic Coaches.....	.025	4
Teacher/Tech Trainer.....	.07	2

OTHER EXTRA-CURRICULAR ACTIVITIES- ELEMENTARY

Math Bowl.....	.02	6
Science Fair.....	.005	3
Performing Arts.....	.01	3
Elementary Choir.....	.025	6
Student Council.....	.02	3
Spell Bowl.....	.02	6
Teacher/Tech Trainer.....	.07	6

Note: For calculation of salaries, indices are multiplied by Bachelor's New Employee Base Salary.

APPENDIX "C"

EXTENDED CONTRACT

Teachers on extended contracts shall be compensated in the following manner:

A. Professional Daily Rate when their contracts call for extra days of service.
   Rate – (Individual's basic salary @ 185 days) x number of days worked for present year.
   OR
   Professional hourly rate when their contracts call for extra hours of service.
   Rate – (Individual's daily rate @ 6 hours) x number of hours worked.

B. Positions having to do with grants, funded by federal, state or private monies will be posted. Payment for these positions will be negotiated with the Association.

EXTENDED CONTRACTS:
HIGH SCHOOL

2 Counselors	10 working days each per year and up to an additional 20 working days as needed and as assigned by administration
2 Agriculture Teachers	25 working days for one Agriculture Teacher, 25 working days for one other Agriculture Teacher, and up to 15 days discretionary. All days are as assigned by the Administration. Extended contract days are inclusive of any summer school assignments. (i.e. Agriculture teachers will not be paid a summer school contract.)

MIDDLE SCHOOL

2 Counselors	5 working days each per year and up to an additional 15 working days as needed and as assigned by administration

GENERAL

1 School Psychologist	15 working days per year and up to an additional 5 working days as needed and as assigned by administration

APPENDIX "D"

Professional Development / Growth Points Guidelines

1. Professional development points will be issued for professional development that directly impacts instructional practice and has received prior approval for professional development points by the superintendent and school board.
2. Professional development that will NOT earn points for: faculty meetings, collaboration sessions, or departmental meetings, if attendance is not voluntary, if it occurs during a paid contract day, or it is a mandatory expectation of the job assignment.
3. 1 approved hour = 1 PD point. 15 PD's/PGP's = 1 credit hour to be applied toward salary compensation.

APPENDIX E

Stipends

A. Exemplary Attendance Stipend

1. A teacher who uses no sick and no personal leave days and receives no disciplinary days off in a school year shall receive a bonus of $400.
2. A teacher who uses no more than one (1) sick and one (1) personal leave days and receives no disciplinary days off in a school year shall receive a bonus of $200.
3. Bereavement days, and absences due to FMLA leave, and job related injury absences that result in a workman's compensation report are exempted.
4. Such additional pay for which a teacher qualifies under this provision shall be paid no later than July 31, of the school year. It is also understood and agreed that no teacher shall lose any leave bonus due to days donated to the Sick Leave Bank.

B. Dual Credit Stipend

The Corporation will provide a one hundred dollar ($100) stipend per each dual credit hour taught by a Delcom teacher (e.g. an instructor teaching a four hour dual credit course will receive a four hundred dollar ($400) stipend at the end of the course. Some courses may be taught per semester, others for the entire school year.)