

NEGOTIATED CONTRACT
BETWEEN THE
FRANKLIN COUNTY COMMUNITY SCHOOL CORPORATION
AND THE
FRANKLIN COUNTY EDUCATION ASSOCIATION

for the 2017-18 school year

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**ARTICLE I
Recognition**

A. Recognition

The Franklin County Education Association (FCEA), hereinafter called the exclusive representative, is hereby recognized by the Franklin County Community School Corporation, hereinafter called the school employer, as the Exclusive Bargaining Agent for the Franklin County Education Association, pursuant to IC 20-29-2-9.

The Franklin County Community School Corporation's Bargaining Unit consists of all certificated teachers, excluding the Superintendent, Assistant Superintendent, Directors, Principals, Assistant Principals, High School Athletic Directors, Pupil Personnel Staff, and Substitute Teachers.

**ARTICLE II
Terms of Agreement**

A. Terms of Agreement

The terms of this agreement shall begin on August 1, 2017 and shall continue in full force and effect until June 30, 2018.

**ARTICLE III
Severability**

A. Severability

Should any provision of this contract at any time during its life be found in conflict with federal or state laws or as such laws may be amended, then such provisions shall continue in effect only to the fullest extent permissible under the applicable law. It is further understood and agreed that the provisions of the contract are deemed to be separate to the extent that if and when a court or government agency of competent jurisdiction adjudges any provision of this contract to be in conflict with any law, rule or regulation issued thereafter, such decision shall not affect the validity of the remaining provisions of this contract, but such remaining provisions shall continue in full force and effect.

**ARTICLE IV
Compensation**

A. Definitions

1. Base Unit

Recurring money added to the teacher's base salary.

2. Stipend Unit

One-time money paid in recognition of a particular performance in a compensation category. Stipend units shall not be considered part of the base salary.

3. Salary Range

All full time teacher salaries will range between \$36,336 and \$70,439.27. Teachers may not receive salaries (excluding stipends) that exceed the salary range.

4. New Teachers

Teachers new to the FCCSC shall be located on the “New Hire Placement” table for their initial contract with the FCCSC, Appendix A. Teachers new to the corporation shall begin at the salary corresponding to their current degree and years of experience.

The Superintendent has the discretion to place a teacher who teaches in a hard to fill position a maximum of one (1) level higher on the “New Hire Placement” table. Any additional compensation shall be mutually agreed upon by the Superintendent and the Association President or his/her designee.

5. Eligibility

Teachers evaluated as needs improvement or ineffective shall not be eligible to receive any base unit increase or stipend unit pay for the following year.

A teacher must be under contract the year following the evaluation cycle to be eligible for a base unit increase or stipend unit pay.

6. Years of Experience

A minimum of 120 contracted days within a school year equates to one (1) year of experience per TRF.

B. Compensation Formula

1. Base Unit

Increases to the teacher’s base unit shall be based on performance and years of experience.

a) Performance (3 points)

Teachers receiving a rating of Highly Effective or Effective at the completion of the annual performance evaluation shall receive 3 points. Teachers that receive an overall rating of Improvement Necessary or Ineffective shall receive no performance points.

b) Years of Experience (1 point)

At the completion of 120 contracted days, the teacher will receive 1 point for experience. Teachers contracted for fewer than 120 days will receive no experience points.

c) Eligibility for Base Unit Increase

A total of four (4) points must be earned for a teacher to be eligible for a base unit increase.

d) Formula

The amount of the base unit increase per teacher will be determined using the following formula:

The total amount of General Fund dollars bargained for base unit compensation divided by the number of teachers paid from the General Fund earning a total of 4 points equals the “dollars per base unit increase.” General Fund dollars allocated for teachers who receive evaluation ratings of Ineffective or Improvement Necessary will be reallocated and distributed to teachers who receive evaluation ratings of Highly Effective or Effective pursuant to the base unit formula.

For the 2017-18 school year, \$134,542.14 has been bargained for base unit compensation. (1.9% increase to the current base unit for returning teachers.)

The individual teacher’s base unit increase will be added to his/her prior year’s base salary for the subsequent school year. See Appendix B.

Teachers who are paid from funds other than the General Fund will be eligible for the same amount of base unit increase as teachers paid from the General Fund. Part time teachers (working less than 30 hours per week) will receive a pro-rated share of the base unit increase.

C. Extra-Curricular Activity (ECA) Pay Schedule

The parties agree to the Extra-Curricular Activity Pay Schedule that is attached to this document as Appendix C. Both parties also agree that the ECA Pay Schedule shall remain in force for the term of the agreement.

Teachers hired to perform ECA duties shall receive a separate lump sum check at the end of the season or activity or two (2) equal payments in December and May, provided funds are available. Employees will be notified in advance should a delay occur.

D. Pay Schedules and Dates

Teachers shall receive their pay in twenty-six (26) installments. A deposit advice (pay stub) will be available electronically on Friday of the pay period.

E. Tax-sheltered Voluntary Deductions

1. Retirement Accounts

Upon appropriate written authorization from the teacher, the employer shall deduct from the salary of any teacher and make appropriate remittance to approved tax-sheltered annuity vendors. Tax sheltered deductions shall be submitted prior to August 15, effective the first pay in September or prior to December 1, effective January 1. Payments to the vendor will be made on a monthly basis.

2. Section 125 Deductions

Other voluntary tax-sheltered deductions shall be made available to teachers. These voluntary deductions shall be effective the month following the group health insurance plan effective date. (Examples: Short Term Disability, Medical FLEX, Accident, Cancer, etc.)

F. Background Checks

With the exception of the expanded criminal history check required as part of the initial hiring process, the school corporation shall pay the cost, up to \$35, of any and all expanded criminal history checks and expanded child protection index checks that are required by the School Corporation or per IC 20-26-5-10.

ARTICLE V Retirement Benefits

A. Eligibility

A teacher choosing to take retirement benefits shall meet the following criteria:

- 1) Reach age fifty-five (55) or older during the school year in which he/she plans to retire.
- 2) Has fifteen (15) years teaching experience with the Franklin County Community School Corporation.
- 3) Has applied for benefits from the Indiana State Teachers' Retirement Fund.
- 4) Substitute teachers are not eligible for FCCSC retirement benefits.
- 5) An eligible employee, not yet vested, who loses his/her job due to a reduction in force, shall not forfeit retirement benefits until all rights to recall have expired.

B. Notification

A teacher electing to retire at the conclusion of the current school year, shall notify the Superintendent of Schools, in writing, no later than January 1st. This policy may be liberalized upon approval of the Superintendent of Schools.

C. Accumulated Leave

Beginning at the conclusion of the 2014-15 school year, teachers will no longer be able to accumulate more than 180 leave days toward this retirement benefit.

In June 2015, an individual 403 (b) account was established for any teacher who had accumulated in excess of 180 leave days prior to the last teacher day of the 2014-15 school year. A one (1) time deposit equal to the number of accumulated leave days in excess of 180 prior to the last teacher day of the 2014-15 school year multiplied by forty-five dollars (\$45.00) was made to the individual's 403(b) account. This is a retirement benefit and only accessible upon retirement from the FCCSC. Once the account has been established and the one (1) time deposit has been made, teachers will no longer be allowed to accumulate additional days toward this retirement benefit.

Monies in these individual 403(b) accounts from teachers who sever employment with the FCCSC prior to meeting the eligibility criteria for retirement benefits shall be held in a forfeiture account.

A teacher who elects to retire in subsequent school years shall receive a lump sum payment of an amount equal to forty-five dollars (\$45.00) times the number of accumulated leave days (up to and including 180 leave days). This amount shall be submitted to a 403(b) account on the last day of the month following the last day of employment.

If a teacher who has reached the age of 55 or older and has completed fifteen (15) full years of service with the FCCSC dies while employed, the assets from this retirement benefit shall flow to the beneficiary stipulated by the individual's 403(b) contract.

D. Health/Vision Insurance

A teacher who elects to retire, along with his/her spouse and any eligible dependents, shall be allowed to participate in Health and Vision insurances with the teacher paying the entire premiums.

When the retiree, and/or spouse becomes age eligible for Medicare, his/her eligibility to participate in the group Health and Vision insurance plans shall terminate.

E. Life Insurance

A retiree may elect to continue his/her life insurance policy with the same employer contribution as actively employed teachers. The benefit amount shall equal 1.00 times the annual salary at the time of retirement, rounded to the next 1000. The employer's contribution shall cease when the retiree becomes age 65 or after seven (7) consecutive years.

F. Teachers Hired BEFORE June 30, 1999

1. Individual VEBA

Ongoing Individual VEBA accounts are individual accounts managed by each individual teacher. Each eligible employee may determine how his/her account shall be invested among the investment options made available by the VEBA vendor. The vendor shall be mutually selected by the FCCSC and the FCEA.

Only teachers participating in the group Health plan are eligible for the Individual VEBA.

The Board shall contribute 1% of the teacher's base salary per year into the teacher's Individual VEBA account.

All teachers hired prior to June 30, 1999 are 100% vested in the Individual VEBA account.

Monies in Individual VEBA accounts from teachers who sever employment with the FCCSC prior to meeting the eligibility criteria for retirement benefits shall be held in a forfeiture account.

The spouse or eligible dependents of a teacher or retiree who dies, shall receive the Individual VEBA benefit for the purpose of paying Health insurance premiums for the spouse or eligible dependents if all eligibility criteria for retirement had been met at the time of death.

2. 403(b) Annuity Plan

During the 1999-2000 contract year the Board agreed to establish and maintain a 403(b) Annuity Plan for all teachers.

The maximum contribution that will be made to a 403(b) Annuity Plan by the Board shall be 2.5% of the teacher's annual base salary. The contribution made by the Board shall be an amount which reflects the appropriate percent of the teacher's salary as set forth on Line 4 of the teacher's "Regular Teacher Contract".

All teachers hired prior to June 30, 1999 are 100% vested in the 403(b) Annuity Plan.

Teachers will be eligible for Board contributions beginning with the employee's first pay of the contract year.

If a retiree dies during the time he/she is participating in the 403(b) Annuity Plan, assets in this 403(b) account shall flow to the beneficiary as stipulated in the individual's 403(b) contract.

G. Teachers Hired AFTER June 30, 1999

1. Individual VEBA

The FCCSC shall establish a VEBA account for each individual employee hired after June 30, 1999. Once retired, an eligible employee may use VEBA funds to pay health insurance premiums, life insurance premiums, long-term care premiums, and to be reimbursed for unreimbursed medical expenses of the employee, spouse, and dependents.

Ongoing Individual VEBA accounts are individual accounts managed by each individual teacher. Each eligible employee may determine how his/her account shall be invested among the investment options made available by the VEBA vendor. The vendor shall be mutually selected by the FCCSC and the FCEA.

Only teachers participating in the group Health plan are eligible for the Individual VEBA.

The Board shall contribute 1% of each individual teacher's base salary per year into the Individual VEBA account.

All teachers hired after June 30, 1999 are 100% vested in the Individual VEBA account after completing two (2) years with the FCCSC.

Monies in Individual VEBA accounts from teachers who sever employment with the FCCSC prior to meeting the eligibility criteria for retirement benefits shall be held in a forfeiture account.

The spouse or eligible dependents of a teacher or retiree who dies, shall receive the Individual VEBA benefit for the purpose of paying Health insurance premiums for the spouse or eligible dependents if all eligible criteria for retirement had been met at the time of death.

2. 403(b) Annuity Plan

The Board agrees to maintain a 403(b) Annuity Plan for all teachers.

The maximum contribution that will be made to a 403(b) Annuity Plan by the Board shall be 2.0% of the teacher's annual base salary. The contribution made by the Board shall be an amount which reflects the appropriate percent of the teacher's salary as set forth on Line 4 of the teacher's "Regular Teacher Contract".

All teachers hired after June 30, 1999 are vested in the 403(b) Annuity Plan after completing five (5) years with the FCCSC.

Teachers will be eligible for Board contributions beginning with the employee's first pay of the contract year.

If a retiree dies during the time he/she is participating in the 403(b) Annuity Plan, assets in this 403(b) account shall flow to the beneficiary as stipulated in the individual's 403(b) contract.

ARTICLE VI Insurance Benefits

A. Health Insurance

For the 2017-18 school year the employee shall contribute the following toward annual health insurance premiums:

Single PPO:	\$3250.17
Family PPO:	\$7641.37
Single HSA w/ \$2600 Deductible:	\$699.12
Family HSA w/ \$5000 Deductible:	\$1643.89
Single HSA w/ \$5000 Deductible:	\$1.01
Family HSA w/ \$10,000 Deductible:	\$1.01

Employees electing to enroll in an HSA may qualify for additional employer contributions to their HSA account upon meeting the following conditions:

- 1) Each employee who is the Primary insurance policy holder through FCCSC that completes a wellness exam between January 1, 2017 and December 29, 2017 will receive a \$500.00 employer contribution into their HSA account at Mainsource Bank
- 2) Employees who choose the Family HSA plan and have completed a wellness exam will receive an additional \$500.00 employer contribution if their spouse or another dependent as allowed by law, covered under the group health insurance plan, complete, or has completed, a wellness exam between January 1, 2017 and December 29, 2017.
- 3) These deposits shall be made to correspond with the second pay in January.

Any change in insurance coverage or carrier shall be mutually agreed upon by the employer and the Association.

The anniversary date for health insurance coverage shall be October 1 of each year.

A teacher on maternity leave or other employer approved leave may continue coverage in the group Health Insurance by paying the premiums, on a month to month or annual basis, to the school employer. The corporation will continue coverage at its expense until the last day of the month in which leave is granted.

Part time teachers, those working less than 30 hours per week, shall not be eligible for health insurance.

A Health Insurance Committee shall be created to assist in the oversight of the self-funded health insurance plan. The Committee will be comprised of: 2-3 members appointed by the Association; 1 classified staff member; Superintendent and/or his/her designee; and the FCCSC Payroll/Benefits Coordinator.

B. Life Insurance

After the first one dollar (\$1.00) employee contribution, the employer shall contribute all but one dollar (\$1.00) towards the following amount of Term Life Insurance for each teacher.

2017-2018 \$70,000

C. Long Term Disability Insurance

After the first one dollar (\$1.00) employee contribution, the employer shall contribute up to \$280 toward Long Term Disability Insurance for each teacher.

The LTD insurance shall provide a minimum benefit of 66⅔% of salary to age sixty-five (65) for the first five (5) full continuing years of disability and 90% of salary thereafter to age sixty-five (65). The Plan shall carry a Consumer Price Index-W yearly escalator for those on disability and shall not coordinate with teacher retirement disability. The Plan shall contain a five-year "Own Occupation" - definition of "total disability" meaning that during the first five (5) years, the employee is unable to perform the substantial duties of his/her regular occupation. The five year requirement begins from the date the waiting period is satisfied.

D. Vision Insurance

After the first one dollar (\$1.00) employee contribution, the employer's contribution shall not exceed the following amounts toward vision insurance premiums:

Single: \$135
Family: \$275

The vision care benefit plan will include one (1) comprehensive vision examination every twelve (12) months, and a wide selection of quality frames every twelve (12) months.

**ARTICLE VII
Leave Provisions**

A. Leave Provisions

1. Each teacher shall be entitled to fifteen (15) days each school year to be absent from work without loss of compensation. Any teacher who is absent more than the yearly allotment not documented by medical evidence, shall not be paid for the day(s). Medical evidence may extend to the immediate family here defined as members of the immediate family by blood, marriage or adoption (spouse, child or parent).

- a. Teachers may not accumulate more than 180 leave days.
 - b. In the event any teacher shall have accumulated one (1) or more leave days in another school corporation before being employed by this corporation, then they shall be added for the second and each succeeding year of such employment up to three (3) days of leave until the number of accumulated days to which said teacher was entitled in the last place of employment shall be exhausted.
 - c. Teachers will be electronically notified when their pay advice is accessible. In cases of questions arising concerning the number of leave days, the official record book in the administrative office shall be consulted.
2. Teachers who find it necessary to leave the school during the day for less than one half-day for doctor and/or dentist may do so with the approval of the building principal. A maximum of two hours will be allowed per visit not to exceed one visit per semester. Additional visits will require use of the compensatory leave.
 3. It is not the intent of compensatory leave to extend school vacation periods or holidays; therefore, compensatory leave may not be used on days before or after school vacation periods or holidays except with the approval of the Superintendent of Schools or his/her designee.
 4. No leave granted shall change the rights of an established teacher except as, and if, they are changed by applicable law.
 5. The Superintendent of Schools or his/her designee, at his/her discretion, may extend any leave previously granted to a teacher.
 6. All requests for long-term leaves and extensions of such leaves will be made to the Superintendent of Schools, in writing, thirty (30) days prior to the leave. This timeline may be liberalized at the discretion of the Superintendent.
 7. Upon return from any leave a teacher shall be assigned to a teaching position for which the teacher is certified.

B. Professional Leave

The Board agrees that professional leave days with pay may be granted for the following purposes:

- a. Attending and/or participating in professional meetings relating to educational workshops, seminars, or conferences.
- b. Visitation to other school corporations or educational institutions for the purpose of observing instructional techniques or other instructional-oriented programs.
- c. Approved leave and pre-approved expenses shall be paid by the Board. Receipts shall be required for all reimbursable expenses.

C. Bereavement Leave

Each teacher shall be entitled to be absent without loss of compensation for a period of not more than seven (7) days beyond the death of a member of the immediate family. Immediate family will be interpreted to mean husband, wife, children, grandchildren, mother, father, sister, brother, grandparents, mother-in-law, or father-in-law.

Time will be allowed to attend the funeral service of a close friend or neighbor. This time shall not exceed one (1) day per death.

This may be liberalized upon approval of the Superintendent.

D. Jury Duty Leave

Each teacher shall be granted leave for grand or petit jury duty and shall be paid regular salary less the per diem allowance earned by said duty.

E. Pregnancy/Childbirth Leave

A pregnant teacher may elect to take a leave of the maximum length. Said leave of absence will be for a period which begins at the time such teacher furnishes the Superintendent of Schools a physician's statement which certifies the fact of her pregnancy and which may continue until one (1) year following the live birth of the child, but not longer.

Except in cases of medical emergency, the teacher shall notify the Superintendent of Schools of her intention to take a pregnancy/childbirth leave not less than ninety (90) calendar days in advance of the date on which she desires to begin her leave.

Insofar as no emergency situation exists in connection with pregnancy or childbirth leave, teachers who contemplate taking such a leave are encouraged to make a reasonable effort towards insuring continuity of instruction for the students by scheduling the departure and return so as to coincide with the end or beginning, respectively, of a semester or grading period.

Any teacher taking leave of absence under this policy may use any days of compensatory leave which the teacher has accumulated, but shall be required, at the option of the Superintendent of Schools to present a doctor's certificate of disability to teach to justify such use of accumulated sick leave days. Such use of compensatory leave shall be limited to the teacher's personal disabilities directly related to pregnancy and/or to the birth of the child.

This leave may be taken without jeopardy to employment status, benefits, and retirement benefits, such as the teacher had accrued at the time leave commenced.

G. Parental Leave

When a child is born to the spouse of or adopted by a teacher and, in the case of adoption, the adopted child has not been residing in the teacher's residence, the teacher is entitled to ten (10) days leave with pay. Upon the birth of the child or notice of approval for adoption, a teacher shall notify the Superintendent of Schools in writing of his/her intent to take Parental Leave, the date the Parental leave is to commence and the expected date of return to employment.

A teacher shall receive Parental leave without pay for a period of not to exceed twelve (12) months unless the twelve (12) months period ends within a semester, in which case the

adoptive leave period shall be extended until the end of the semester in which the twelve (12) months period ends.

A teacher may take less than twelve (12) months Parental leave so long as the time of return to employment coincides with the beginning of the next semester following the semester in which the leave commenced.

ARTICLE VIII Voluntary Sick Leave Bank

Purpose: The purpose of the Voluntary Sick Leave Bank is to provide personal illness leave to contributors to the Bank after their accumulated compensatory leave has been exhausted, and more specifically, to provide such leave from the Bank in case of prolonged illnesses.

A. Voluntary Sick Bank Committee

The bank will be operated on a voluntary basis. A committee shall be formed to administer the Bank and to provide the information whereby the Business Office of the Franklin County Community School Corporation will keep the records. This committee shall be empowered to adopt rules and regulations and to make decisions required to administer the Sick Leave Bank, so long as these rules, regulations, and decisions do not modify the agreement contained herein. This Committee will be titled the "Voluntary Sick Bank Committee" (hereafter referred to as the SBC). The SBC shall be composed of the following five (5) persons:

1. Superintendent of the Franklin County Community School Corporation or his/her designee.
2. President of the Franklin County Education Association or his/her designee.
3. One Franklin County Community School Corporation administrator. This member is to be appointed by the Superintendent of Schools.
4. Two bargaining unit members. These members are to be appointed by the Association President. Effort shall be made with these appointments to provide bargaining unit representation from the elementary and secondary levels.
5. Should a vacancy occur on the SBC, a replacement for the vacant position shall be appointed by the authority making the original appointment.
6. One of the bargaining unit SBC representatives will be selected to act as chairperson of the SBC. The FCEA President will designate the chairperson prior to the first meeting of the SBC.
7. The SBC will be responsible for developing the forms needed to operate the bank.

B. Effective Date

The effective date of the Bank will be the first contract day of the current school year. Enrollment in the Bank by bargaining unit members will begin September 1 and end on

September 30 of the current school year, or only during the first four (4) weeks following the first day of employment. Central administration shall notify teachers of the enrollment period specified in this paragraph.

The bank will become operational only after forty percent (40%) or more of the members of the bargaining unit have shown their willingness to participate in the Bank by contributing one (1) day to the Bank.

C. Membership

The Bank shall be established for all bargaining unit members of the Franklin County Community School Corporation who indicate their desire to participate by contributing one (1) day to the Bank.

D. Guidelines

Voluntary Sick Bank guidelines may be found in Board Policy. Changes to these guidelines shall be mutually agreed upon by both parties.

E. Forms

The Sick Bank Leave Request Form is found in Appendix E.

ARTICLE IX Grievance Procedure

A. Definition

A Grievance is an alleged violation or claimed misinterpretation of a specific article or section of this agreement.

B. Procedure - Step One

1. Within twenty (20) working days of the time that the grievant knew, or reasonably should have known, of the grievance, the grievant shall present the grievance to the building principal during non-teaching hours. Appendix F.
2. Within ten (10) working days after presentation of the grievance, the building principal shall orally answer the grievant.

C. Procedure - Step Two

1. Within five (5) working days of the oral answer, if the grievance is not resolved, it shall be stated in writing, signed by the grievant and submitted to the building principal on the form provided by the school employer.

The grievance shall:

- (1) name the employee involved;
- (2) state the facts giving rise to the grievance;
- (3) identify the specific provisions of this agreement alleged to be violated;
- (4) state the contention of the grievant with respect to the grievance; and

(5) indicate the specific relief requested.

2. Within five (5) working days after receiving the written grievance the principal shall communicate his/her answer, in writing, to the grievant.

D. Procedure - Step Three

1. If the grievance is not resolved in Step Two, the grievant may give a written appeal to the Superintendent along with any written response of the grievant to the principal's response within five (5) working days of receipt of principal's answer. The Superintendent shall acknowledge receipt.
2. The Superintendent, or his/her representative, shall give the grievant a written answer not later than (10) ten working days after receipt of the written appeal in Step Three.

E. Procedure - Step Four

1. Within ten (10) working days after receiving the decision of the Superintendent, an appeal from the decision may be made to the Board. The Board shall hold a hearing on the grievance at a regular or special meeting and render a written response to the grievant.
2. The Board may consider only those materials presented, in writing, in Step Three.

F. Appeal – Step 5

Within ninety (90) days after receipt of the Board's decision, the Association, upon written notice to the Board, may appeal the Board's decision to a court of competent jurisdiction. Failure by the Association to file an appeal with a court of competent jurisdiction within this ninety (90) day timeline constitutes a waiver of the right to appeal the grievance.

G. Hearings

Hearings shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, entitled to be present to attend. Hearings shall be conducted during non-school hours unless there is mutual agreement for other arrangements.

H. Time Limits

1. Time limits herein may be extended only by mutual agreement signed by the parties.
2. If there is a failure at any step to communicate the decision on a grievance within the specified time limit, the grievant shall then have the right to appeal at the next step of the procedure.
3. Any grievance not advanced from one step to the next within the time limits, shall be deemed resolved by the answer at the previous step.
4. Any grievance which arose prior to the effective date of this agreement shall not be processed.

5. Any grievance not presented in Step One within twenty (20) working days of the time the grievant knew, or reasonably should have known of the grievance, or any grievance not submitted in writing in Step Two within six (6) working days of its submission in Step One, shall be deemed waived and shall not be processed.


CONTRACT ATTEST

The contract is made and entered into at Brookville, Indiana on October 9, 2017 for Franklin County Community School Corporation, by the Board of School Trustees and the Franklin County Education Association.

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

Franklin County Community School Corporation


President

Franklin County Education Association


President



Chief Negotiator



Chief Negotiator

10/10/2017

Date

10/10/17

Date

APPENDIX A
Franklin County Community School Corporation
2017-2018 NEW HIRE PLACEMENT

<u>LEVEL</u>	<u>B.S.</u>	<u>B.S. + 18</u>	<u>MASTERS</u> <u>B.S. + 36</u>	<u>M.A. + 15</u> <u>B.S. + 66</u>	<u>M.A. + 30</u> <u>B.S. + 66</u>
0	36,336	36,957	38,510	39,209	39,908
1	37,132	37,754	39,574	40,272	40,970
2	38,056	38,677	40,803	41,502	42,200
3	38,988	18,706	42,045	42,745	43,443
4	39,921	40,541	43,287	44,739	44,685
5	40,851	41,473	44,529	45,228	45,926
6	41,782	42,403	45,773	46,470	47,168
7	42,714	43,335	47,013	47,713	48,412
8	43,646	44,267	48,256	48,954	49,653
9	44,577	45,198	49,499	50,197	50,896
10	45,510	46,130	50,741	51,440	52,139
11	46,441	47,061	51,983	52,682	53,379
12	47,373	47,994	53,225	53,924	54,623
13	48,304	48,924	54,465	55,164	55,866
14	49,234	49,856	55,710	56,407	57,107
15	52,079	53,330	56,951	57,650	58,348
16	52,079	53,330	58,194	58,894	59,590
17	52,079	53,330	59,436	60,134	60,833
18	52,079	53,330	60,678	61,376	62,076
19	52,079	53,330	61,920	62,619	63,319
20	52,079	53,330	65,075	65,774	66,473

1. New teachers begin at the salary corresponding to their current degree and years of experience.
2. The Superintendent has the discretion to place a teacher who teaches in a hard to fill position a maximum of one (1) level higher on the “New Hire Placement” table. Any additional compensation shall be mutually agreed upon by the Superintendent and the Association President or his/her designee.

APPENDIX B
Franklin County Community School Corporation
2017-18 Base Pay Placement

<u>CERTIFIED EMPLOYEES</u>	<u>2016-2017 Base Salary</u>	<u>2017-2018 Base Unit</u>
ADAMS, VIRGINIA	\$55,141.22	\$1,004.05
ADAMS, WILLIAM	\$66,378.22	\$1,004.05
ANDREWS, CYNTHIA	\$50,332.22	\$1,004.05
ARIENS, KARLA	\$51,222.22	\$1,004.05
BACHUS, PAM	\$63,360.22	\$1,004.05
BAKER, NORMA JEAN	\$58,605.22	\$1,004.05
BALDWIN, MARK	\$66,299.91	\$1,004.05
BALL, LINDA	\$66,378.22	\$1,004.05
BARKER, REGINA	\$55,040.22	\$1,004.05
BARRICKLOW, JACQUELINE	\$47,660.00	\$1,004.05
BARRICKLOW, TIM	\$66,378.22	\$1,004.05
BARTAL, KARI	\$17,784.76	\$412.68
BENJAMIN, VALERIE	\$55,040.22	\$1,004.05
BENNETT, KERSTIN	\$58,605.22	\$1,004.05
BILTZ, JENNIFER	\$49,143.22	\$1,004.05
BISCHOFF, WENDY	\$66,378.22	\$1,004.05
BISHOP, JOY	\$51,817.22	\$1,004.05
BLAKE, CAROL	\$38,881.22	\$1,004.05
BRADBURN, GARY	\$51,247.91	\$1,004.05
BROWN, BETH	\$62,171.22	\$1,004.05
BRYANT, HEATHER	\$53,944.22	\$1,004.05
BUCHHOLZ, DANA	\$44,343.22	\$1,004.05
CALIHAN, THERESA	\$60,983.22	\$1,004.05
CARIE, SCOTT	\$66,378.22	\$1,004.05
CATES, JESSICA	\$49,441.22	\$1,004.05
CHRISTEN, NICOLE	\$47,872.22	\$1,004.05
DAILY, ELIZABETH	\$35,887.00	\$1,004.05
DAVIDSON, JOSEPH	\$39,110.91	\$1,004.05
DEATON, PAM	\$54,521.22	\$1,004.05
DETERS, DOUGLAS	\$37,104.93	\$1,004.05
DISHMAN, BARBARA	\$66,378.22	\$1,004.05
DUDLEY, KRISTEN	\$38,200.00	\$1,004.05
EBRENS, ERIC	\$65,693.93	\$1,004.05
FEHL, SHIRLEY	\$66,378.22	\$1,004.05
FERMAN, MISTY	\$56,227.22	\$1,004.05
FERNANDEZ, BRITTNEY	\$40,347.00	\$1,004.05
FRANKS, LAUREN	\$37,878.93	\$1,004.05

FRONDORF, LAURA	\$66,378.22	\$1,004.05
FULLER, RODERICK	\$53,944.22	\$1,004.05
GALYEN, LAURA	\$50,332.22	\$1,004.05
GARTENMAN, DANIEL	\$42,311.22	\$1,004.05
GILLMAN, WHITNEY	\$47,606.91	\$1,004.05
GOINS, JEAN	\$50,332.22	\$1,004.05
GOOD, BRANDON	\$37,104.93	\$1,004.05
GRAF, KATIE	\$51,495.00	\$1,004.05
GRAMMAN, TONI	\$67,716.22	\$1,004.05
GREESON, MEGAN	\$39,110.91	\$1,004.05
GRIDER, JANICE	\$67,047.22	\$1,004.05
GRIMMEISSEN, MOLLY	\$40,894.91	\$1,004.05
GRUBB, PAULA	\$40,527.22	\$1,004.05
GUTZWILLER, PAM	\$69,435.22	\$1,004.05
HAWKINS, NANCY	\$66,378.22	\$1,004.05
HENKE, CORRINE	\$53,852.22	\$1,004.05
HENSLEY, MARY JO	\$56,227.22	\$1,004.05
HENSLEY, RENEE	\$56,227.22	\$1,004.05
HERBERT, RICHARD	\$37,338.36	\$1,004.05
HIGGINBOTHMAN, JEANNIE	\$52,527.91	\$1,004.05
HOFER, ADAM	\$46,720.22	\$1,004.05
HOFFMAN, STEPHANIE	\$45,875.22	\$1,004.05
HOWE, JUSTINE	\$58,085.22	\$1,004.05
HUDEPOHL, LACEY	\$45,875.22	\$1,004.05
ISAACS, APRIL	\$64,962.00	\$1,004.05
JOHNSON, JONATHAN	\$51,222.22	\$1,004.05
KAISER, BETH	\$66,378.22	\$1,004.05
KENNEDY, KIRK	\$64,961.91	\$1,004.05
KLUSMAN, REBECCA	\$46,766.22	\$1,004.05
KOLB, HANNAH	\$44,686.22	\$1,004.05
KOLB, SHANNON	\$35,887.00	\$1,004.05
KREHBIEL, ELIZABETH	\$37,464.91	\$1,004.05
KRISTOFF, MICHAEL	\$37,104.93	\$1,004.05
LAKE, DeANNA BETH	\$50,925.22	\$1,004.05
LAKES, DOUGLAS	\$66,378.22	\$1,004.05
LANG, KIMBERLY	\$43,155.22	\$1,004.05
LEE, ROBIN	\$62,171.22	\$1,004.05
LIBECAP, DAWN	\$55,141.22	\$1,004.05
LIEBERMAN, CHAD	\$37,878.93	\$1,004.05
LUCAS, CAROL	\$60,983.22	\$1,004.05
McCULLOUGH, HEATHER	\$41,121.22	\$1,004.05
McINTYRE, TAMMY	\$58,605.22	\$1,004.05
MEIER, JENNIFER	\$60,983.22	\$1,004.05

MEYER, JAMES	\$53,944.22	\$1,004.05
MIDDENDORF, KELLEY	\$55,188.22	\$1,004.05
MITCHUM, AMY	\$62,839.22	\$1,004.05
MURRAY, CANDICE	\$38,034.00	\$1,004.05
NAFE, ELISSA	\$44,092.22	\$1,004.05
NEWMAN, MARY BETH	\$48,252.22	\$1,004.05
NEWTON, SARA	\$38,226.91	\$1,004.05
NOAH, HOLLIE	\$52,664.22	\$1,004.05
NOBBE, STACIA	\$57,418.22	\$1,004.05
ORSCHELL, DERIK	\$49,766.22	\$1,004.05
PEPPER, MELISSA	\$57,418.22	\$1,004.05
PINGSTERHAUS, BRITTANY	\$41,418.22	\$1,004.05
PRIFOGLA, JEAN	\$60,464.22	\$1,004.05
PRINCELL, ROBERTA	\$62,171.22	\$1,004.05
RATHBURN, MICHAEL	\$59,274.22	\$1,004.05
RAUCH, MIRANDA	\$50,313.22	\$1,004.05
RENFORTH, MELISSA	\$55,141.22	\$1,004.05
ROBERTSON, DOUGLAS	\$40,001.91	\$1,004.05
SAYNE, BRICE	\$67,047.22	\$1,004.05
SCHNEIDER, KATHERINE	\$41,979.22	\$1,004.05
SCHULTZ, CAMILLE	\$41,979.22	\$1,004.05
SELLS, AMANDA	\$38,881.22	\$1,004.05
SHARP, TAMARA	\$66,378.22	\$1,004.05
SHEEHAN, CHRISY	\$53,944.22	\$1,004.05
SHERWOOD, CLARK	\$55,141.22	\$1,004.05
SIEDLING, CHELSEA	\$56,227.22	\$1,004.05
SINGER, AMANDA	\$40,894.91	\$1,004.05
SLAVEN, DIANNA	\$67,047.22	\$1,004.05
SMITH, SALLY BAKER	\$66,378.22	\$1,004.05
SORRELLS, MARY	\$66,378.22	\$1,004.05
SPURLOCK, MARY L.	\$56,227.22	\$1,004.05
ST. JOHN, CATHI	\$66,378.22	\$1,004.05
STACY, BRADLEY	\$66,378.22	\$1,004.05
STACY, KATHY	\$62,171.22	\$1,004.05
STANG, DEREK	\$38,226.91	\$1,004.05
STANG, HEATHER	\$40,527.22	\$1,004.05
STENGER, CRYSTAL	\$49,097.22	\$1,004.05
SUMMEY, JESSIE	\$42,311.22	\$1,004.05
TAYLOR, LAURA	\$63,360.22	\$1,004.05
THOMPSON, JEFFREY	\$41,738.91	\$1,004.05
TINCHER, COLLEEN	\$66,378.22	\$1,004.05
VOLK, SHARON	\$50,925.22	\$1,004.05
WADE, BETH	\$67,716.22	\$1,004.05

WADE, JANICE	\$66,378.22	\$1,004.05
WADE, WILLIAM	\$66,378.22	\$1,004.05
WALLACE, KELLIE	\$51,094.93	\$1,004.05
WALTER, DENNIS	\$47,708.00	\$1,004.05
WALTER, SAMANTHA	\$45,896.00	\$1,004.05
WASSERMAN, MARINA	\$35,887.00	\$1,004.05
WEWE, STEPHEN	\$67,047.22	\$1,004.05
WITT, TOBIN	\$68,914.22	\$1,004.05
WIWI, KELLY	\$37,586.00	\$1,004.05
YAGER, BEVERLY	\$66,378.22	\$1,004.05
YOUNG, CHRISTINE	\$38,881.22	\$1,004.05
TOTAL	\$7,081,165.15	\$133,951.33

APPENDIX C
Franklin County Community School Corporation
Extra-Curricular Activity Pay Schedule
2017-18

Fall Sports

Sport	Position	Pay
FOOTBALL	Head Varsity	\$8000
	Varsity Assistant A	\$3500
	Varsity Assistant B	\$3500
	Varsity Assistant C	\$3500
	Varsity Assistant D	\$3500
	Head Freshman	\$3000
	Freshman Assistant	\$2000
	Head MS	\$2500
	MS Assistant A	\$2000
	MS Assistant B	\$2000
	MS Assistant C	\$2000
SOCCER (Boys/Girls)	Head Varsity Boys	\$3200
	Head Varsity Girls	\$3200
	Varsity Assistant Boys	\$1000
	Varsity Assistant Girls	\$1000
	MS Club Boys	\$500
	MS Club Girls	\$500
TENNIS (Boys)	Head Varsity	\$2450
	JV/Assistant	\$1000
VOLLEYBALL (Girls)	Head Varsity	\$3700
	Varsity Assistant	\$2000
	JV/Assistant	\$2000
	Head Freshman	\$1750
	8 th Grade Coach A-Team	\$1750
	8 th Grade Coach B-Team	\$1750
	7 th Grade Coach A-Team	\$1750
7 th Grade Coach B-Team	\$1750	
CROSS COUNTRY (Coed)	Head Varsity (Coed)	\$2450
	MS Coach (Coed)	\$1000
GOLF (Girls)	Head Varsity	\$2450

Winter Sports

Sport	Position	Pay
BASKETBALL (Boys/Girls)	Head Varsity Boys	\$8000
	Head Varsity Girls	\$8000
	Varsity Assistant Boys	\$3500
	Varsity Assistant Girls	\$3500
	JV/Assistant Boys	\$3500
	JV/Assistant Girls	\$3500
	Head Freshman Boys	\$3000
	Head Freshman Girls	\$3000
	8 th Grade Boys Basketball A-Team	\$2500
	8 th Grade Boys Basketball B-Team	\$2500
	8 th Grade Girls Basketball A-Team	\$2500

	8 th Grade Girls Basketball B-Team	\$2500
	7 th Grade Boys Basketball A-Team	\$2500
	7 th Grade Boys Basketball B-Team	\$2500
	7 th Grade Girls Basketball A-Team	\$2500
	7 th Grade Girls Basketball B-Team	\$2500
	6 th Grade Boys BES	\$850
	6 th Grade Boys LES	\$850
	6 th Grade Boys MCS	\$850
	6 th Grade Girls BES	\$850
	6 th Grade Girls LES	\$850
	6 th Grade Girls MCS	\$850
	5 th Grade Boys BES	\$850
	5 th Grade Boys LES	\$850
	5 th Grade Boys MCS	\$850
	5 th Grade Girls BES	\$850
	5 th Grade Girls LES	\$850
	5 th Grade Girls MCS	\$850
WRESTLING	Head Varsity	\$3700
	Varsity Assistant	\$2500
	JV Assistant	\$2000
	Head MS County	\$2000
	Assistant MS County	\$1500

Spring Sports

Sport	Position	Pay
BASEBALL	Head Varsity	\$3700
	Varsity Assistant	\$2500
	JV/Assistant	\$2000
	Freshmen	\$2000
SOFTBALL	Head Varsity	\$3700
	Varsity Assistant	\$2500
	JV/Assistant	\$2000
	Freshmen	\$2000
TRACK (Boys/Girls)	Coordinator	\$3200
	Assistant A	\$2000
	Assistant B	\$2000
	Assistant C	\$2000
	Assistant D	\$2000
	MS Boys Head Coach	\$1500
	MS Girls Head Coach	\$1500
	MS Assistant	\$750
GOLF (Boys)	Head Varsity	\$2450
	MS Coed	\$500
TENNIS (Girls)	Head Varsity	\$2450
	JV/Assistant	\$1000
	MS Club Coed	\$500

Cheer and Dance

Sport	Position	Pay
CHEERLEADING	HS Varsity Cheer Coach	\$3400
	Assistant Cheer Coach	\$1400

	Middle School Football	\$500
	Middle School Basketball	\$1000
	Elementary Cheer Coach-BES	\$500
	Elementary Cheer Coach-LES	\$500
	Elementary Cheer Coach-MCS	\$500
DANCE	HS Head Coach	\$2000
	MS Coach	\$1000
WRESTLERETTES	HS Sponsor	\$400
	MS Sponsor	\$400
CHEER BLOCK	Sponsor	\$500

Athletic Supervision

Sport	Position	Pay
	Assistant Athletic Director (HS)	\$6000
	MS Athletic Director	\$7000
	MS Athletic Supervisor	\$2000
	Elementary AD- LES	\$750
	Elementary AD- MCS	\$750
	HS Weight Room A	\$1000
	HS Weight Room B	\$1000
	HS Weight Room C	\$1000
	HS Weight Room D	\$1000

Academic Teams

Activity	Position	Pay
ACADEMIC TEAM	HS Academic Team Coordinator	\$1500
	Subject Area Coach A	\$800
	Subject Area Coach B	\$800
	Subject Area Coach C	\$800
	Subject Area Coach D	\$800
	Subject Area Coach E	\$800
	MS Head Coach	\$750
	MS Asst. Coach	\$500
LIFE SMARTS	Coach	\$500

Fine Arts

Activity	Position	Pay
BAND	HS Varsity	\$5300
	HS Varsity Assistant	\$2700
	HS Jazz/Pep Band	\$1500
	Percussion Instructor	\$1500
	HS Flag Corp/Color Guard	\$1500
	Summer Band Assistant A	\$750
	Summer Band Assistant B	\$750
	MS Band	\$750
	6th Grade Band-FCMS	\$250
	6th Grade Band-LES	\$250
	6th Grade Band-MCS	\$250
CHORAL	HS Choral Director	\$2500
	MS Choral Director	\$750
DRAMA	HS Drama	\$2150
	HS Drama Assistant A	\$500

	HS Drama Assistant B	\$500
	HS Drama Assistant C	\$500
	MS Drama	\$750
	Elementary Drama-BES	\$250
	Elementary Drama-LES	\$250
	Elementary Drama-MCS	\$250

Clubs and Sponsorships

Activity	Position	Pay
HS FFA	Sponsor	\$2100
	Assistant FFA Sponsor	\$800
HS Yearbook	Sponsor	\$1800
MS Yearbook	Sponsor	\$750
Senior Class	Class Sponsor A	\$1000
	Class Sponsor B	\$1000
Junior Class	Class Sponsor A	\$1000
	Class Sponsor B	\$1000
Sophomore Class	Class Sponsor A	\$250
	Class Sponsor B	\$250
Freshmen Class	Class Sponsor A	\$250
	Class Sponsor B	\$250
Student Council	HS Sponsor	\$1000
	HS Sponsor	\$1000
Student Council	MS Sponsor	\$750
Chess Club	Sponsor	\$600
Archery Club	Sponsor	\$500
Web Page	Bldg Level Director-BES	\$750
	Bldg Level Director-FCHS	\$750
	Bldg Level Director-FCMS	\$750
	Bldg Level Director-LES	\$750
	Bldg Level Director-MCS	\$750
National Honor Society	Sponsor	\$500
National Honor Society	Assistant Sponsor	\$250
Jr. National Honor Society	Sponsor	\$300
Elementary Club Sponsors	Sponsor A	\$250
	Sponsor B	\$250
	Sponsor C	\$250
	Sponsor D	\$250
	Sponsor E	\$250
	Sponsor F	\$250
	Sponsor G	\$250
	Sponsor H	\$250
	Sponsor I	\$250
	Sponsor J	\$250
MS/HS Club Sponsors	Sponsor AA	\$250
	Sponsor BB	\$250
	Sponsor CC	\$250
	Sponsor DD	\$250
	Sponsor EE	\$250
	Sponsor FF	\$250
	Sponsor GG	\$250
	Sponsor HH	\$250
	Sponsor II	\$250
	Sponsor JJ	\$250

Other

Activity	Position	Pay
Office of Student Services Chair	Department Chair	\$1500
HS Department Chair w/ 3 or more	Department Chair A	\$1000
	Department Chair B	\$1000
	Department Chair C	\$1000
	Department Chair D	\$1000
	Department Chair E	\$1000
	Department Chair F	\$1000
	Department Chair G	\$1000
	Department Chair H	\$1000
	Department Chair I	\$1000
Department Chair w/ 2 or less	Department Chair A	\$500
	Department Chair B	\$500
	Department Chair C	\$500
	Department Chair D	\$500
Freshman Academy Chair	Chair	\$250
MCATS	Sponsor	\$1000
MCATS	Assistant Sponsor	\$750
Early College Lead Teacher	Program Coordinator	\$500
Bus Transfer	Supervisor A	\$600
	Supervisor B	\$600
	Supervisor C	\$600
HS School Improvement	Co-Chair	\$500 *\$750 on Accreditation Years
	Co-Chair	\$500 *\$750 on Accreditation Years
Dual Credit Teacher/AP/APC		\$300 per course

If an employee fills two (2) ECA positions in which practices, competitions, or activities are at the same time, the pay shall be at one and one-half.

**APPENDIX D
WELLNESS EXAM VERIFICATION FORM**



WELLNESS EXAM VERIFICATION FORM

Directions: This form shall be completed by a licensed physician verifying that a wellness exam was completed during the current calendar year. Completed forms must be received at the Administration Building to the attention of FCCSC Corporation Treasurer, no later than the end of business on December 29th . **NO EXCEPTIONS**

Name of Patient: _____

Date of Birth of Patient: _____

Relationship to Policy Holder: _____ SELF _____ SPOUSE or DEPENDENT

Date of Wellness Exam: _____

Physician's Signature: _____

Physician's Printed Name: _____

Address of Office or Facility: _____

Phone Number of Office or Facility: _____

APPENDIX E
Franklin County Community School Corporation
Sick Bank Leave Request Form

Name _____ Phone _____

Teaching Assignment _____

Address _____

Number of Days Requesting _____

Briefly describe the nature of the illness and/or absence: _____

The requesting member shall be required to furnish a medical report from a licensed physician at any time before or during the time of use of the sick bank. (Please attach medical report this form.

Signature of Requesting Teacher _____

.....
This part is for use by business office only:

Confirmation of dates of absence: YES _____ NO _____

Number of sick days used: _____

Number of sick days remaining: _____

Daily rate of pay: _____

Signature of Business Office Official _____ Date _____

.....
This part for use by Sick Bank Committee only:

Number of days approved: _____ Number of days denied: _____

Comments:

Signature of SBC Chairman _____ Date _____

.....
This part for use by Appeal Board only:

Number of days approved: _____ Number of days denied: _____

Comments:

Signature of Appeal Board Chair _____ Date _____

APPENDIX G
Franklin County Community School Corporation
2017-2018 NEW HIRE BASE PAY CALCULATION

<u>NEW HIRES</u>	<u>2016-2017</u> <u>Status Quo</u>	<u>2017-2018</u> <u>Base Unit</u>
AYO-CUESTA, FRANCISCO	\$49,040.00	\$504.70
BOLSER, BETHANY	\$39,428.00	\$504.70
BRACK, ANNETTA	\$45,561.00	\$504.70
HUDDLESON (BURK), DANIELLE	\$36,674.00	\$504.70
GILLMAN, WES	\$45,359.00	\$504.70
GILMOUR, CASEY	\$35,887.00	\$504.70
HOFFMAN, EVA	\$37,586.00	\$504.70
KUNTZ, JEREMY	\$36,501.00	\$504.70
LOSEKAMP, LAINEY	\$35,887.00	\$504.70
RHONEMUS, DYLAN	\$35,887.00	\$504.70
VAN METER, KLYE	\$35,887.00	\$504.70
VOELKER, AMY	\$50,115.00	\$504.70
WILLIAMS, ROBERT	\$45,561.00	\$504.70
WU, BEIHONG	\$35,887.00	\$504.70
TOTAL	\$565,260.00	\$7,065.80