

MASTER CONTRACT

between the

**BOARD OF SCHOOL TRUSTEES
OF THE
SPRINGS VALLEY COMMUNITY SCHOOLS**

and the

SPRINGS VALLEY TEACHERS ASSOCIATION

2017-2019

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MASTER CONTRACT
BETWEEN THE
BOARD OF SCHOOL TRUSTEES
OF THE
SPRINGS VALLEY COMMUNITY SCHOOLS
AND THE
SPRINGS VALLEY TEACHERS ASSOCIATION

THIS MASTER CONTRACT ENTERED INTO THIS 15th DAY OF SEPTEMBER 2017, BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE SPRINGS VALLEY COMMUNITY SCHOOLS, HEREINAFTER CALLED THE "CORPORATION", AND THE SPRINGS VALLEY TEACHERS ASSOCIATION, HEREINAFTER CALLED THE "EXCLUSIVE REPRESENTATIVE."

WITNESSETH:

WHEREAS, the Corporation and the Exclusive Representative recognize and declare that providing quality education for the children of the Springs Valley Community Schools is their mutual aim; and

WHEREAS, the Corporation has met with the Exclusive Representative and entered into extended deliberate negotiations and discussions as provided by Indiana Code; it is hereby agreed as follows:

ARTICLE I

RECOGNITION

A. The Corporation hereby recognizes the Springs Valley Teachers Association, hereinafter referred to as the Exclusive Representative, as the bargaining agent for all "School Employees" which shall include all "Certificated Employees" of the Corporation except the Superintendent, Athletic Director, High School Principal, Administrative Assistant(s), Assistant High School Principal, and the Elementary School Principal.

B. DEFINITIONS.

When used in this agreement, School Employer shall be referred to as the "Corporation" and School Employee shall be referred to as "Teacher".

ARTICLE II

SEVERABILITY

A. If any provision of this agreement or the application thereof to any person or circumstance is held to be contrary to law and therefore invalid, such invalidity shall not affect the other provisions or applications of this agreement, which can be given effect without the invalid provision or application, and, to this end, the provisions of this agreement are declared to be severable.

ARTICLE III

EFFECT OF AGREEMENT

A. The agreements in this Contract shall supersede any rules, regulations, or practices of the Corporation and the Exclusive Representative which are contrary to or inconsistent with the terms recorded herein.

If any individual Contract made subsequent to this Contract contains any language inconsistent with this Contract, this Contract shall prevail.

B. The parties mutually agree that the terms and conditions set forth in this Contract represent the full and complete understanding and commitment between the parties hereto concerning the contents hereof, which may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in an amendment hereto.

ARTICLE IV

GENERAL EMPLOYMENT PRACTICES

A. If a Teacher is disabled as a result of an assault by another arising from the performance of duties, the Teacher's wages shall continue in full without reduction in sick leave or accumulated sick leave for the days of disability until Workers' Compensation begins.

B. Absence due to injury incurred in the Teacher's employment shall not be charged against the Teacher's sick leave days until Workers' Compensation takes over or for seven (7) calendar days whichever comes first.

ARTICLE V

LEAVES OF ABSENCE

A. SICK LEAVE.

Teachers shall be entitled to be absent from work on account of illness or quarantine, including family illness, for a total of twenty (20) days the first year of employment with the Corporation and twenty (20) days in each succeeding year without loss of compensation. Should a Teacher not use any or all of these days, the remaining days shall be accumulative to 335 days.

Sick leave may also be used for immediate family. Immediate family shall be defined as: spouse, children, parents, stepparents, stepchildren, grandparents, or other dependent persons living in the same home with the teacher. In the event a life-threatening situation exists involving a member of the immediate family, Teachers shall be allowed to use all their paid sick leave days, subject to approval by the board. Teachers shall not be entitled to days from the Sick Leave bank in these situations.

In the event any Teacher shall have accumulated one (1) or more sick leave days in another School Corporation and shall thereupon become employed in the Springs Valley Community Schools, then these shall be added to his or her sick leave days, for his or her second year and each succeeding year of employment, up to five (5) days of sick leave until the number of accumulated days to which said Teacher was entitled in his/her last place of employment shall be exhausted.

Days used for sick leave during summer or evening school shall be deducted at the rate of one-half (1/2) day for each absence. Teachers shall be given a copy of each absence verification form. Sick leave may be used on a one-half (1/2) day basis.

B. BEREAVEMENT LEAVE.

Teachers shall be entitled to be absent from work without loss of compensation for the death of a spouse, parent, children, stepchildren and grandchildren for six (6) working days within eight (8) calendar days.

Teachers shall be entitled to be absent from work without loss of compensation for death of other immediate family members for a period extending not more than five (5) working days within seven (7) calendar days beyond such death. Immediate family shall be defined as: brother, sister, father-in-law, mother-in-law, stepfather, stepmother, grandparents, son-in-law, daughter-in-law, half-brother, half-sister, brother-in-law, sister-in-law, or any other dependent person living in the Teacher's household.

Teachers shall also be entitled to be absent from work without loss of compensation for up to two (2) days per occurrence for the death of any aunt, uncle, first cousin, niece, nephew, grandparent-in-law, great-aunt, great-uncle, great-niece, great-nephew, great-grandparent and great-grandchild.

Up to one (1) day of bereavement leave may be used within one calendar year from date of death for estate/financial matters.

C. PERSONAL BUSINESS LEAVE.

Each Teacher employed by the Corporation shall be entitled to three (3) days for the transaction of personal business and/or the conduct of personal or civic affairs during each year of such employment under this agreement. A written statement shall be submitted to the Superintendent of Schools at least twenty-four (24) hours prior to the absence, if at all possible. Personal business leave may be taken on a one-half (1/2) day basis. Up to three (3) days of unused personal business leave may now accumulate so that a total of six (6) days could be used during a school year. Each Teacher's unused personal leave above the three (3) which accumulate shall be transferred to his or her accumulated sick leave at the end of each school year, and may thereafter be used as sick leave.

Certified staff may trade two (2) sick days for one (1) personal day. The maximum amount of sick days an employee can trade during one school year is four (4). All accumulated personal days must be used before a teacher can trade for additional days. The additional personal days will not rollover. If a teacher has traded sick leave days and used them as personal leave, they will not receive the sick leave stipend.

D. JURY DUTY LEAVE.

When requested, a Teacher may serve on jury duty. The Corporation shall pay the Teacher his or her full salary provided that such Teacher has previously agreed to pay to the Corporation pay, except mileage fees, received for serving on jury duty. A Teacher who is called to jury duty and is dismissed in the morning shall report for afternoon work.

E. COURT APPEARANCE LEAVE.

Court leave with pay shall be granted to Teachers for the time necessary to make appearance(s) in any court proceeding resulting from activities relating to the Teacher's employment in the School Corporation where the Teacher's presence is required by the Court. However, no compensation shall be paid for time lost as a result of court appearances resulting from any action taken by the Teacher or the Corporation under Public Law 217, Acts of 1973, Indiana, or any action by the Teacher against the Corporation, its servants or agents.

F. STAFF DEVELOPMENT LEAVE.

Within the discretion of the Superintendent of Schools, a Teacher may be granted up to two (2) days with pay for the purpose of visiting other schools for educational reasons or attending meetings or conferences of an educational nature. Such leave shall not be unreasonably withheld.

G. MATERNITY LEAVE.

1. A Teacher who is pregnant shall be granted a leave of absence and may continue in active employment as late into the pregnancy as she wishes, if she can fulfill the requirements of her position. Temporary disability caused by pregnancy shall be governed by the following:

a. All or part of a leave taken by a Teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick days. However, the Teacher is not entitled to take accumulated sick leave days when the Teacher's physician certifies that the Teacher is capable of performing the Teacher's regular teaching duties. The Teacher is entitled to complete the remaining leave without pay.

2. During leave the Teacher may maintain coverage in any group insurance program by paying the total premium including the Corporation's share, if any, attributable to the leave period.

3. During leave extending into a part of a school year, a Teacher shall accumulate sick leave in accordance with the provisions of the Master Contract in effect at the Springs Valley Community Schools in the same proportion which the number of days the Teacher is paid during such year of work or leave bears to the total number of days for which Teachers are paid in the Corporation.

H. ADOPTION LEAVE.

Adoption Leave is available to any Teacher under the following conditions:

1. A letter from the Teacher shall be given to the Superintendent as soon as possible stating the beginning date of the leave and the expected date of return.

2. A letter from the adoption agency stating an adoption is in the process shall be on file.

3. The child to be adopted shall be pre-school at the time of adoption.

4. Leave days shall be without pay except a Teacher may, at his/her discretion, use personal leave days with pay.

I. MILITARY LEAVE.

All Teachers, who are members of the Indiana National Guard or of the reserve components or the retired personnel of the naval, air, or ground forces, shall be entitled to leave of absence from their respective duties, without loss of time or pay for such time as the members of the National Guard are in the military service on training duties of the State of Indiana under order of the Governor as Commander-in-Chief, or as members of any reserve component under order of the component authority thereof, for services not to exceed fifteen (15) days in any one (1) calendar year. It is understood that this section covers not only training duties but also a call up for situations such as flood, fire, riot and insurrection and tornado.

J. FAMILY MEDICAL LEAVE ACT (FMLA) LEAVE

If a teacher requests long term leave for his/her own health conditions, the Corporation may require that all or part of his/her accrued sick leave, personal leave or other forms of compensable time off, be used in conjunction with FMLA leave. If leave is requested for any other FMLA approved reason, a teacher may be required to use all or part of his/her accrued personal leave or other compensable or non-compensable time off in conjunction with FMLA leave. If the Teacher has no other compensable leave time remaining, but has FMLA leave time remaining, it will then consist of unpaid leave with the required health care. If the teacher has no compensable leave or FMLA leave remaining, they may apply for unpaid leave.

K. SICK LEAVE BANK.

The Board has established a "Sick Leave Bank" for all Teachers of the Springs Valley Community Schools. The bank maximum is two hundred seventy-five (275) days. Teachers may contribute days annually to the Sick Leave Bank unless the bank is at its maximum number of days. Teachers new to the school system who have not had a chance to donate days to the Sick Leave Bank, may donate up to five (5) of their sick leave days to the bank in order to become a member of the bank, even if the donation increases the number of days in the bank to more than two hundred seventy-five (275) days.

A Sick Leave Bank Committee will be composed of one (1) Representative of the Administration, the President of the Association, one (1) Elementary School Teacher and one (1) High School Teacher, both chosen by the Association. The purpose of said Committee is to administer the Sick Leave Bank.

Any Teacher wishing to use days from the Sick Leave Bank must have donated one (1) or more days to said bank and also must first of all use all of his or her own sick leave days and accumulated sick leave days before submitting a request to the Sick Leave Bank Committee. Requests to the Committee for days from the bank shall be acted upon by the Committee. Pregnancy related conditions qualify for days from the Sick Leave Bank.

The maximum number of days to be granted per Teacher shall be ninety (90) school days per school year. It is understood that no Teacher shall receive more than one hundred eighty (180) school days with pay from the Sick Leave Bank in any given six (6) consecutive year period. It is further understood that said six (6) consecutive year period shall begin on the first day that a

Teacher shall receive a paid day from the Sick Leave Bank. It is also understood that once the six (6) consecutive year period has expired, a Teacher is once again entitled to receive up to one hundred eighty (180) paid days from the Sick Leave Bank in another given six (6) consecutive year period, again beginning with the first paid day given by the Sick Leave Bank. It is understood and agreed to that once a Teacher has received any days from the Sick Leave Bank it is necessary for that Teacher to donate up to five (5) days of his or her own sick leave days to the bank the following school year in order to continue to be a member of the Sick Leave Bank and have an opportunity to draw days from the bank in the future. A member who continues in the employment of the School Corporation shall repay the days used from the bank at the rate of four (4) days per year until One Hundred Percent (100%) of the granted leave days have been repaid. The Committee, by unanimous vote only, may waive repayment in part or in whole upon a showing of extenuating circumstances. Days repaid shall be credited to the bank. In the event that the number of days in the Sick Leave Bank is at or above two hundred seventy-five (275) days, a Teacher who has drawn days from the Sick Leave Bank the previous year shall still be allowed to contribute up to five (5) days of his or her own sick leave days to the bank in order to remain a member of the Sick Leave Bank.

If at any time during the school year, the number of days in the Sick Leave Bank drops below fifty (50) days, Teachers shall be allowed to contribute up to five (5) additional sick leave days each to the Sick Leave Bank in order to build the days in the bank back up again.

ARTICLE VI

PROFESSIONAL COMPENSATION

A. The basic salaries of Teachers covered by this Contract are set forth in APPENDIX A which is attached to and incorporated in this Contract. Pursuant to IC 20-28-9 and IC 20-28-11.5 a teacher must be identified as Effective or Highly Effective via the completion of the entire summative performance evaluation process to be eligible for consideration to receive any form of a salary increase. The process of measurement relates specifically to the corporation's evaluation instrument, which includes Experience and/or Education and performance Evaluation Results. Summer school Teachers shall be paid based on the fiscal year in which the days are taught.

B. Each year of military service by a Teacher up to a maximum of four (4) years shall be given credit as the equivalent of one (1) year of teaching experience. If service is less than one (1) year, a minimum of eight (8) months' military service is necessary to qualify for the equivalent of a year of service. The above shall apply to all veterans who took the Oath of Allegiance, wore the uniform, served in either combat or non-combat units of a branch of the United States Armed Services and were honorably discharged. No credit previously given in this system for military service shall be reduced as a result of this agreement.

C. All adjustments to salary as a result of additional training shall be effective at the beginning of the school year succeeding the date of completion of the course.

D. All Teachers shall receive one (1) year of experience credit on the salary schedule for each year of service in any public, private or parochial school certified or commissioned by the Commission on General Education of the State Board of Education, or in a public school equally recognized by the duly authorized state agency of any other state, or in an accredited publicly supported college or university (excepting service as graduate assistants), or a school maintained by the United States Government for children of military personnel and other government employees either in the United States or a foreign country.

E. The 2017-2019 Salary Schedule will provide a basis for salary placement of new hires. The Corporation shall have the discretion to place a candidate for employment at a lesser step than the schedule amount. In high needs areas that may have a shortage of qualified candidates, a salary higher than the referred to pay scale may be negotiated with agreement between the Corporation and the Association.

F. Teachers shall not generally use their personal automobiles for school business. However, if such Teachers shall be required to use their automobile on school business by the Corporation, he/she shall receive Forty-Nine Cents (\$.49) per mile traveled.

G. The Corporation shall continue in force the excess One Million Dollar (\$1,000,000.00) liability insurance policy which covers Teachers in case of suit arising from or in the performance of their duties.

H. INSURANCE.

1. For each Teacher, the Corporation shall provide a One Hundred Thousand Dollar (\$100,000.00) life insurance policy plus AD&D, which shall be fully paid by the Corporation.

If a Teacher chooses to work to age sixty-five (65) or beyond, the life insurance shall be reduced as follows:

Upon attainment of age 65	Carrier will pay 65% of full amount <i>(Example: \$100,000.00 x 65% = \$65,000.00)</i>
Upon attainment of age 70	Carrier will pay 40% of full amount <i>(Example: \$100,000.00 x 40% = \$40,000.00)</i>
Upon attainment of age 75	Carrier will pay 25% of full amount <i>(Example: \$100,000.00 x 25% = \$25,000.00)</i>

2. The Board's Health Insurance contributions effective January 1, 2018 (for 2017-2019 contract year) are as follows:

Single	\$582.79 per month
Family	\$855.00 per month

3. In the event that both a husband and a wife are Teachers in the school system and choose a family hospitalization plan, the Board shall pay One Thousand Eleven Hundred Twenty Dollars and Fifty-Eight Cents (\$1120.58) toward the cost of the health insurance plan. It is understood that the husband and wife shall each pay at least One Dollar (\$1.00) of the total cost of the family health plan. It is also understood that in the event that both a husband and a wife are Teachers in the school system and choose to take two (2) single hospitalization plans, the Board shall fully pay both single plans, less One Dollar (\$1.00) per Teacher, up to a maximum of Five Hundred Eighty-Two Dollars Seventy-Nine Cents (\$582.79).
4. The Corporation shall also provide vision insurance coverage for all Teachers. Contributions to the vision plan by the Corporation shall be that the Board shall pay Ten Dollars and Four Cents (\$10.04) per month for single coverage and Twenty-One Dollars and Fifty-Two Cents (\$21.52) per month for family coverage for vision insurance each school year.
5. The Corporation shall contribute Seventeen Dollars (\$17.00) per Teacher per month toward the cost of single or Thirty-Four Dollars (\$34.00) per month for family group dental plan and Forty Dollars (\$40.00) per month for a husband and wife who are both Teachers in the school system.
6. The Corporation and the Exclusive Representative shall mutually agree to any change in the insurance carrier(s) and/or insurance coverage(s) for the following insurance plans in effect in the Corporation (health, dental, vision and disability). The Corporation may change the life insurance carrier without the mutual agreement of the Exclusive Representative.
7. All Teachers of Springs Valley Community Schools are covered by Workers' Compensation Insurance.
8. The Corporation shall provide long-term disability insurance through the existing plan or a comparable plan agreed to by the Exclusive Representative with a one hundred eighty (180) day waiting period. The Corporation shall bear the cost of such plan for the Teachers.
9. The School Corporation shall provide Phase I of Section 125 at no cost to Teachers, to all Teachers who desire to participate.
10. The School Corporation shall provide Phase II of Section 125 to all Teachers who desire to participate with participants paying the costs associated with the program.

I. SICK LEAVE STIPEND.

Teachers who use sick leave days during the school year as listed below, shall receive a stipend included in their last paycheck for the school year as follows. These unused days shall also be allowed to accumulate. It is understood that sick leave days donated to the Sick Leave Bank do not cause a Teacher to forfeit sick leave stipend.

0 days used	\$250.00
¼ - 2 days used	\$175.00

J. PERSONAL LEAVE STIPEND.

Teachers who use personal leave days during the school year as listed below, shall have a choice of having those unused days accumulating for use as sick leave or receiving the amounts listed below. The stipend will be included as additional pay in their last pay check for the school year.

0 days used	\$250.00
¼ - 1 day used	\$175.00

K. POST-SEPARATION 403(b) BRIDGE TO SOCIAL SECURITY BENEFIT.

With at least eighteen (18) years of total teaching experience, of which at least ten (10) years are continuous years of teaching at Springs Valley, a Teacher who, prior to July 1st, is between the age of fifty-five (55) years, and eligible for Medicare, is eligible for Post-Separation 403(b) benefits. Said Teacher must have notified the School Corporation in writing by the last day of the school year. This restriction may be waived for health reasons. Effective September 1, 2002, the Corporation will pay the early retiree according to the table below [in twelve (12) consecutive monthly payments] beginning the month of July following his/her retirement from the Springs Valley Community School Corporation and continuing for a maximum of sixty (60) months between age fifty-five (55) until the month of the retiree's Medicare eligibility. The benefit described in this paragraph shall be paid to the individual's Post-Separation 403(b) Plan. This amount shall remain constant for each retiree and will not increase throughout the retiree's retirement years. See chart on page 11

Number of Months from July 1 st Following Date of Retirement Until Medicare Eligibility	Monthly Payment	Number of Months
84 or more	\$882.00	60
61-83	*	60
60 or less	\$630.00	60 or until Medicare eligibility, whichever is less

**Monthly benefit calculated by using the following formula: Six Hundred Thirty Dollars (\$630.00) times number of months from July 1st following date of retirement until Medicare eligibility divided by sixty (60).*

It is understood and agreed to that in addition to the Post-Separation 403(b) benefits spelled out herein a retiring Teacher shall also receive the severance pay benefits a Teacher is entitled to receive.

After giving the School Corporation official written notification of his/her intent to take retirement and in the event the retiree dies before reaching the age of qualifying for Medicare eligibility the retiree's spouse and dependent children shall be allowed to remain in the School Corporation's health, dental, and vision insurance plans until said spouse reaches the age of qualifying for Medicare eligibility with the spouse paying One Hundred Percent (100%) of the insurance premiums. It is understood and agreed to that at the time of death of the retiree, his/her spouse and dependents are frozen in coverage and no new participants (new spouse and/or new dependent children) can be added to the insurance plan in effect at the time of the retiree's death. Further, "dependent children" status shall be determined in accordance with the provisions of the insurance carriers.

In the event of the death of an Employee who has met all Post-Separation 403(b) qualifications but has not announced his or her retirement from teaching, the surviving spouse shall be allowed to maintain the health insurance plan of the deceased Teacher until the surviving spouse reaches the age of qualifying for Medicare eligibility, by paying One Hundred Percent (100%) of the insurance premium.

In the event that the retiree goes off of the insurance benefits when he/she reaches the age of qualifying for Medicare eligibility and in the further event the retiree's spouse is younger than the retiree, said spouse will be allowed to remain in the insurance programs (health, dental and vision), at the expense of the spouse, until said spouse reaches the age of qualifying for Medicare eligibility by paying One Hundred Percent (100%) of the insurance premium (continuing in the dental and vision insurance is pending final approval by the Insurance Trust/Insurance Carrier.)

It is understood and agreed to that in the event of the death of the retiree who is still receiving benefits (the monthly stipend) from the School Corporation, said benefits such retiree would have been entitled to receive had he or she survived, will be paid directly, in the same manner benefits would have been paid had the retiree survived, to the retiree's beneficiary as legally entitled.

It is understood and agreed to that the annual Post-Separation 403(b) payments together with Severance Pay (which does not include the Post-Separation 403(b) insurance benefits spelled out herein) shall not exceed the maximum annual Social Security benefit a person can receive. This annual Social Security maximum for 2016 is currently Forty-Two Thousand Seven Hundred Six Dollars (\$42,706.00) and will automatically increase annually as this maximum benefit is increased by the Social Security System.

The vendor selected to administer the Post-Separation 403(b) program shall be chosen by mutual agreement between the Board and the Association. There shall be no cost to the Springs Valley Community School Corporation to administer this program.

L. Any Teacher under Contract for less than a full day shall receive the same full fringe benefit package as received by Teachers under a full Contract, with the Board making the following contributions:

3/7 Contract or more	Same Board contribution as is made for Teachers under a full Contract
2/7 Contract*	2/3 of same Board contribution as is made for Teachers under a full Contract
1/7 Contract*	1/3 of same Board contribution as is made for Teachers under a full Contract

**If the insurance carrier(s) will allow said part-time Contract Teachers to remain in the insurance plans.*

ARTICLE VII

RETIREMENT AND SEVERANCE PAY

A. SEVERANCE PAY.

After ten (10) years' service in the Springs Valley Community Schools and upon retirement after attaining at least the age of fifty (50) years, a Teacher shall receive Seventy-Seven Dollars (\$77.00) per day for each unused sick leave day accumulated by said Teacher up to a maximum of three hundred thirty-five (335) days. If Severance Pay is Two Thousand Dollars (\$2,000.00) or less, it shall be paid directly to the School Employee in one (1) installment before June 30th of the year of retirement. If Severance Pay is more than Two Thousand Dollars (\$2,000.00) and less than Four Thousand Dollars (\$4,000.00), the Severance Pay shall be paid as follows: the first Two Thousand Dollars (\$2,000.00) shall be paid directly to the School Employee before June 30th of the year of retirement and the remainder paid in January and before January 31st of the year following retirement to the individual's Post-Separation 403(b) Plan. If Severance Pay is Four Thousand Dollars (\$4,000.00) or more, said Severance Pay shall be paid as follows: in two (2) equal installments, the first to be paid before June 30th of the year of retirement and the second to be paid

in January of the year following retirement, not later than the tenth (10th) of the month. The first Two Thousand Dollars (\$2,000.00) shall be paid directly to the School Employee and all remaining benefits shall be paid to the individual's Post-Separation 403(b) Plan. If the Severance Pay is an amount, which when added to the annual Post-Separation 403(b) benefit, would cause the total payment to exceed the Social Security maximum for that calendar year, then the number of Severance Pay payments shall be automatically increased above the two (2) equal payments so that said Teacher will receive all the Severance Pay said Teacher is entitled to receive.

In the event that a Teacher has been in the Corporation for at least ten (10) years and has attained at least the age of fifty (50) years, and who upon retirement has not accumulated sufficient sick days, then such Teacher shall be guaranteed a minimum severance pay of Five Hundred Thirty-Six Dollars (\$536.00).

In the event of the death of a Teacher with at least ten (10) years of service in the Springs Valley Community Schools and after attaining at least the age of fifty (50) years, severance benefits that have been earned by said Teacher shall be paid to his/her beneficiary as legally entitled.

Once a Teacher exceeds three hundred thirty-five (335) days of accumulated sick leave, at the end of that and every school year, the Board shall contribute Seventy-Seven Dollars for each day in excess of three hundred thirty-five (335) days to the Teacher's existing 401(a) account and reduce the accumulated total back to three hundred thirty-five (335) days. Such deposits shall be made no later than June 30th each year.

B. RETIREMENT INSURANCE BENEFIT.

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

1. GROUP HEALTH INSURANCE.

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

- a. While the retired Teacher and spouse, if any, remain enrolled in the health insurance plan, the retired Teacher and spouse shall pay the entire insurance premium applicable to the insurance coverage, with the premium payment to be made monthly for each succeeding year.
- b. The Teacher has provided a written request to the School Corporation for continuing insurance coverage for the Teacher and spouse, if any.

When a retired Teacher first becomes eligible for Medicare, the Teacher's eligibility to continue to participate in the Corporation's group health insurance plan shall terminate, if not earlier terminated according to applicable law. (The same termination of eligibility shall also apply when a retired Teacher's spouse first becomes eligible for Medicare.) It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws that establish an eligible

Teacher's right to continue health insurance for the Teacher and spouse, including if otherwise applicable, Indiana Code 5-10-8-2.6. Therefore, this right to extended coverage shall not override any rights to continuing health care coverage as required by COBRA.

C. 403(b) ANNUITY PLAN.

1. Each Teacher may elect to make a salary reduction election and make tax deferred contributions, to a plan described in section 403(b) of the Internal Revenue Code (the "Code") to the maximum limits allowed by the Code. The Board shall forward salary reduction money to the appropriate vendor each pay day.

2. The School Corporation shall maintain a list of approved investment vendors for the salary reduction contributions made to 403(b) Plan.

D. BUY OUT OF RETIREMENT INSURANCE BENEFITS.

1. ENTITLEMENT TO RETIREMENT INSURANCE BENEFITS AND VESTING REQUIREMENTS.

Upon retirement from the Springs Valley Community School Corporation, a Teacher shall be fully vested in the retirement benefits described in this Article if the retiring Teacher has satisfied the following requirements:

a. The retiring Teacher is at least age fifty-five (55) years of age prior to July 1st and have at least eighteen (18) years of total teaching experience.

b. Immediately prior to retirement, the Teacher must have completed not less than ten (10) full years of service as a professional educator with the Springs Valley Community School Corporation.

c. The retiring Teacher must submit a written notice of retirement by the last day of the school year. This restriction may be waived for health reasons.

d. All certified staff shall be fully vested in the 401(a) and VEBA accounts upon death, unless law or regulations enacted after November 1, 2007 cause such provision to have adverse tax or legal consequences.

2. SEE 2006-2009 MASTER CONTRACT FOR TERMS OF BUY OUT OF RETIREMENT INSURANCE BENEFITS, BUY OUT CONTRIBUTIONS TO VEBA ACCOUNTS, AND FUTURE ADJUSTMENTS. ALL TERMS SHALL REMAIN IN EFFECT.

E. RETIREMENT SAVINGS 401(a) ANNUITY PLAN.

1. The School Corporation shall establish a qualified retirement plan as described in Section 401(a) of the Code. All certified staff shall be eligible to participate in the ongoing 401(a) Plan.

2. The Board agrees to contribute One Percent (1%) of each bargaining unit member's base salary into each individual's separate 401(a) account. The Board shall make ten (10) equal payments, beginning in September, and will complete its contributions in June, on the second pay of each stated month to employee accounts. There will be no commingling of accounts and each Employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan. The single investment vendor for the 401(a) Plan shall be mutually agreed upon by the Board and the Association.

3. Each bargaining unit member shall be Twenty Percent (20%) vested in these individual 401(a) accounts per year to One Hundred Percent (100%) upon the completion of his/her fifth (5th) year of continuous employment with the Corporation. In addition, all certified staff shall be fully vested in the 401(a) upon death, unless law or regulations enacted after November 1, 2007 cause such provision to have adverse tax or legal consequences.

4. Any forfeited amounts shall not be returned to the School Corporation. Instead, forfeited amounts shall be reallocated equally at the end of each plan year only among the then remaining separate 401(a) Plan accounts.

F. RETIREMENT SAVINGS VEBA PLAN.

1. The School Corporation shall contribute to a Voluntary Employees' Beneficiary Association ("VEBA") as described in Section 501(c)(9) of the Code.

2. The Board agrees to contribute One Percent (1%) for all Employees including those hired after July 1, 2004. The Board shall make ten (10) equal payments beginning in September, throughout the school year, and will complete its contributions on or before August 1st of each succeeding year. There will be no commingling of accounts and each Employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the VEBA plan. The single investment vendor for the VEBA plan shall be mutually agreed upon by the Board and the Association.

3. Each bargaining unit member shall be Twenty Percent (20%) vested in these individual VEBA accounts per year to One Hundred Percent (100%) upon the completion of his/her fifth (5th) year of continuous employment with the Corporation. In addition, all certified staff shall be fully vested in the VEBA accounts upon death, unless law or regulations enacted after November 1, 2007 cause such provision to have adverse tax or legal consequences.

4. Any forfeited amounts shall not be returned to the School Corporation. Instead, forfeited amounts shall be reallocated equally at the end of each plan year only among the then remaining separate VEBA plan accounts.

ARTICLE VIII

GRIEVANCE PROCEDURE

A. DEFINITIONS.

1. A "grievance" is a claim by one (1) or more Teachers of a violation, a misapplication, or a misinterpretation of this Contract.
2. The term "day" as used in this Article shall mean school days; except that during summer recess, the term shall mean weekdays.

B. CONFIDENTIALITY.

1. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the proceedings.
2. No reprisal of any kind shall be taken by or against any participant who is properly following the grievance procedure by reason of such participation.
3. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant, with the exception of the final determination if discipline is sustained, and shall not be a valid basis for evaluations.

C. Nothing contained herein shall be construed to prevent any individual Teacher from presenting a grievance and having it adjusted if the adjustment is not inconsistent with the terms of this Contract, and the Exclusive Representative has been given an opportunity to be present at all levels above Step One.

D. PROCEDURE.

1. LEVEL ONE – ORAL DISCUSSION.

A Teacher with a grievance may initiate this procedure in one (1) of the following ways:

- a. He or she may discuss the matter in his/her own behalf with his or her immediate supervisor.
- b. He or she may request that a representative of the Exclusive Representative accompany him/her when he/she discusses the matter with his/her immediate supervisor.

2. LEVEL TWO – WRITTEN GRIEVANCE.

- a. Within six (6) days of the oral discussion, if the grievance is not resolved, it shall be submitted in writing, signed by the grievant to the Building Principal on the form attached to this Contract.
- b. Within six (6) days after receiving the written grievance, the Principal shall communicate his answer in writing to the grievant and the Exclusive Representative.

3. LEVEL THREE – MEETING WITH THE SUPERINTENDENT.

- a. If the grievance is not resolved in Level Two, the grievant may, within five (5) days of the receipt of the Principal's answer appeal to the Superintendent by filing the grievance and the Principal's answer. The Superintendent shall schedule a meeting between the grievant and his or her representative and the Superintendent or his designee and the Principal, to be held within ten (10) days.
- b. The Superintendent, or his designated representative shall give the grievant and the Exclusive Representative an answer in writing no later than five (5) days after such meeting.

4. LEVEL FOUR – APPEAL TO THE BOARD.

- a. If the grievance is still unresolved, it may be appealed to the Board, by filing the written grievance and written answers not later than ten (10) days after receipt of the Superintendent's reply. A meeting of grievant, the Exclusive Representative and the Board and its designated representative(s) shall be held within fifteen (15) days following receipt of such notice and the Superintendent shall promptly notify the grievant and the Exclusive Representative of the date, time, and the place where such appeal shall be heard.
- b. The Board's written decision shall be transmitted to the grievant and the Exclusive Representative within five (5) days after the hearing.

E. 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.

F. 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 to the grievant within the specified time limit, the grievant shall receive the remedy sought.

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 and the right to further processing shall be waived.

4. Only grievances arising during the term of this Contract shall be processed under this Article.

G. STATE AND FEDERAL LAW.

1. Nothing contained herein shall deny to any Teacher rights under State or Federal Constitutions and Law.

ARTICLE IX

MISCELLANEOUS

Each Teacher shall receive two (2) free season tickets to all athletic events and up to three (3) more free season tickets by working three (3) or more football or basketball games.

Each Teacher who volunteers to work at football or basketball games shall be paid Twenty Dollars (\$20.00) per night. Each Teacher who volunteers to work at other contests shall be paid Eighteen Dollars (\$18.00) per night. If in the event not enough Teachers volunteer to work at football or basketball games, the Principal shall be allowed to assign Teachers to fulfill the need for that particular game, at the same rate of pay. Timekeeper and scorekeeper will be paid Twenty-Six Dollars (\$26.00) per night. A lottery system shall be in place for working ballgames consisting of names of Teachers who have not worked the current or previous year. A sign-up sheet shall be posted in the Athletic Director's Office for the purpose of gathering names of volunteers to work extra-curricular events for each season.

ARTICLE X

TERM OF AGREEMENT

This Contract shall be effective as of September 15, 2017, and shall continue in effect until June 30, 2019, except as otherwise noted herein.

Whenever any notice is required to be given by either of the parties to this Contract to the other party, either shall do so by mail or by hand.

This Contract is made and entered into in French Lick, Indiana, on this 15th day of September 2017, by and between the Board of School Trustees of the Springs Valley Community Schools, County of Orange, State of Indiana, party of the first part, heretofore referred to as the "Corporation", and the Springs Valley Teachers Association, party of the second part, heretofore referred to as the "Exclusive Representative".

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

BOARD OF SCHOOL TRUSTEES
OF THE SPRINGS VALLEY
COMMUNITY SCHOOLS

Board ratified on November 13, 2017

SPRINGS VALLEY
TEACHERS ASSOCIATION

BY: _____
President

BY: _____
President

BY: _____
Secretary

BY: _____
Secretary

APPENDIX A-1

Springs Valley Community Schools Compensation Model 2017-2018

BASE SALARY INCREASES

I Salary Range

The salary range for the 2017-2018 school year is \$35,720 to \$63,491. This range does not include 2017-2018 increases or the 3% ISTRF Corporation contribution.

II General Eligibility

1. Except as provided in #2 below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at the prior year salary.
2. A teacher who is in the first two full school years of instructing students who receives an evaluation rating of improvement necessary is eligible for a salary increase.

III Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend.

IV Factors and Definitions

1. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year. 75%
2. Year of Experience – Teacher meets 120 TRF day requirement 25%

V Distribution (See Salary Schedule Appendix A-2, A-3 and A-4)

1. **2017-2018** A teacher who satisfies the evaluation rating and meets the 120 TRF day requirement, will transition to a new compensation model for the 2017-2018 school year. To transition teachers to the new model, Springs Valley will use a combination of stipends and base pay increases outlined in Appendix A-2 and A-3.
2. **2018-2019** A teacher satisfying the evaluation rating and meeting the experience requirement will receive the \$1,500 base pay increase unless they are at the top of the scale. They will advance one row on the compensation model that is Appendix A-4. Any teacher that has reached the maximum salary on the compensation model will receive a \$1,500 stipend.

3. A teacher in the Bachelor's column who satisfies the evaluation rating and is in the first year of possessing a content area Master's degree (completed after January 1, 2017) will advance to the Master's column, but remain in the same row.

The increase for advancing a column (but staying in the same row) is \$2,000. \$1,500 for evaluation rating and \$500 is for the first year of possessing a content area Master's degree. (Education=25% of the increase)

APPENDIX A-2
2017-2019 BACHELOR MODEL TRANSITION
SPRINGS VALLEY COMMUNITY SCHOOLS

LEVEL	2016-2017 SALARY	Level	2017-2018 SALARY	BASE PAY INCREASE	STIPEND	2018-2019 SALARY
0	\$35,720	A	\$36,255	-\$490*	\$750	New Hire
1	\$36,705	B	\$36,725	\$20	\$750	\$38,225
2	\$37,203	C	\$38,225	\$1,022	\$750	\$39,725
3	\$37,603	D	\$39,725	\$2,122	\$750	\$41,225
4	\$38,349	E	\$41,225	\$2,876	\$0	\$42,725
5	\$39,692	F	\$42,725	\$3,033	\$0	\$44,225
6	\$40,290	G	\$44,225	\$3,935	\$0	\$45,725
7	\$40,988	H	\$45,725	\$4,737	\$0	\$47,225
8	\$41,685	I	\$47,225	\$5,540	\$0	\$1,500 Stipend
9	\$42,379	Remove				
10	\$43,500	Remove				

***There is no one currently at that level so no teacher will receive a cut in pay.**

APPENDIX A-3

**2017-2019 MASTER SALARY TRANSITION
SPRINGS VALLEY COMMUNITY SCHOOLS**

LEVEL	2016-2017 SALARY	Level	2017-2018 SALARY	BASE PAY INCREASE	STIPEND	2018-2019 SALARY
0	\$37,225	A	\$37,225	\$0	\$750	\$38,725
1	\$37,970	B	\$38,725	\$755	\$750	\$40,225
2	\$38,800	C	\$40,225	\$1,425	\$750	\$41,725
3	\$39,623	D	\$41,725	\$2,102	\$750	\$43,225
4	\$40,486	E	\$43,225	\$2,739	\$0	\$44,725
5	\$41,313	F	\$44,725	\$3,412	\$0	\$46,225
6	\$42,037	G	\$46,225	\$4,188	\$0	\$47,725
7	\$43,336	H	\$47,725	\$4,389	\$0	\$49,225
8	\$44,533	I	\$49,225	\$4,692	\$0	\$50,725
9	\$45,732	J	\$50,725	\$4,993	\$0	\$52,225
10	\$46,933	K	\$52,225	\$5,292	\$0	\$53,725
11	\$47,319	L	\$53,725	\$6,406	\$0	\$55,225
12	\$48,517	M	\$55,225	\$6,708	\$0	\$56,725
13	\$50,287	N	\$56,725	\$6,438	\$0	\$58,225
14	\$51,948	O	\$58,225	\$6,277	\$0	\$59,725
15	\$53,820	P	\$59,725	\$5,905	\$0	\$61,225
16	\$55,585	Q	\$61,225	\$5,640	\$0	\$62,725
17	\$57,348	R	\$62,725	\$5,377	\$0	\$64,225
18	\$63,491	S	\$64,225	\$734.00	\$750	\$1,500 Stipend

APPENDIX A-4

**2017-2019 SALARY MODEL
SPRINGS VALLEY COMMUNITY SCHOOLS**

LEVEL	BA SALARY	LEVEL	MS SALARY
A	\$35,225	A	\$37,225
B	\$36,725	B	\$38,725
C	\$38,225	C	\$40,225
D	\$39,725	D	\$41,725
E	\$41,225	E	\$43,225
F	\$42,725	F	\$44,725
G	\$44,225	G	\$46,225
H	\$45,725	H	\$47,725
I	\$47,225	I	\$49,225
J		J	\$50,725
K		K	\$52,225
L		L	\$53,725
M		M	\$55,225
N		N	\$56,725
O		O	\$58,225
P		P	\$59,725
Q		Q	\$61,225
R		R	\$62,725
S		S	\$64,225

APPENDIX B-1

**EXTRA-CURRICULAR SCHEDULE
2017-2019
EFFECTIVE AUGUST 1**

COACHES	2017-2019	SALARY
Boys Basketball, Varsity		6,994*
Boys Basketball, Reserve		3,849*
Football, Varsity		7,262*
#1 Assistant		4,055*
#2 Assistant		2,831*
#3 Assistant		2,831*
Varsity Baseball		4,125*
Girls Basketball, Varsity		6,994*
Girls Basketball, Reserve		3,849*
Girls Volleyball		6,060*
Girls Softball		4,125*
Boys Bidy Basketball, 5 th Grade		1,063
Boys Bidy Basketball, 6 th Grade		1,063
Girls Bidy Basketball, 5 th Grade		1,063
Girls Bidy Basketball, 6 th Grade		1,063
Jr. High Cross Country		583
Girls 5 th Grade Volleyball		885
Girls 6 th Grade Volleyball		885
Weight Room Coordinator		1,292
Cheerleaders & Pep Club		1,987*
Junior Varsity Cheerleaders		883
8 th Grade Cheerleader Sponsor		535
7 th Grade Cheerleader Sponsor		535
6 th Grade Cheerleader Sponsor		186
5 th Grade Cheerleader Sponsor		186
CLUBS:	2017-2019	SALARY
Varsity Club		432
Student Council		186
National Honor Society		186
Photography Club		186
OEA		186
FCCLA		398
FFA		398
SADD		398
Spanish Club		186

CLASS SPONSORS	2017-2019	SALARY
Senior Chairperson		535
Senior (2)		338 ea.
Junior Chairperson		535
Junior (2)		373 ea.
Sophomore Chairperson		153
Freshman Chairperson		153
MISCELLANEOUS:	2017-2019	SALARY
Band Director		3,497*
Speech & Hearing**		1,376
Yearbook Sponsor (must have Journalism endorsement)		1,498
Class Play		609
Assistant Cheerleader Sponsor		535
Elementary Musicals Play Director		356
Elementary Music Program (per participating Teacher)		129
Elementary Graduation (per participating 6 th Grade Teacher)		126
Boys Intramurals		616*
Media Services Director		1,943
Newshawk Sponsor**		687
Drama Club Sponsor		800
Fine Arts Department Chairperson		426
Math Department Chairperson		426
Science Department Chairperson		426
Language Arts Department Chairperson		426
Social Studies Department Chairperson		426
Guidance Director Chairperson		426
Physical Education Chairperson		426
Special Education Chairperson		426
Academic Coach		966
Jr. High Academic Coach		603
High School Subject Area Coaches (5)		362 ea.
Jr. High School Subject Area Coaches (5)		362 ea.
SeaPerch Chair		1500
Elementary Math Bowl Coach		362
Elementary Spelling Bowl Coach		362
Assistant Elementary Math and/or Spelling Bowl Coach		177
6 th Grade Science Fair		136
NCA Co-Chairmen (2)		566 ea.
Elementary NCA Co-Chairman (2)		566 ea.
ACP:***		
Language Arts		267
Math		267

U.S. History		267
MISCELLANEOUS:	2017-2019	SALARY
Key Program (if Federal Funds are available)		819
ISTEP Coordinator		1185**
Professional Development/Technology Coach (One at HS and One at Elementary)		500 ea.

The number of positions was not bargained for but for informational purposes only.

- * *When personnel changes occur in these positions, starting salary for the new person will be negotiable. Thereafter, salary will be bargained by the negotiating team, as are all other salaries pursuant to Indiana Code.*
- ** *Stipends paid only when these activities are not included in classes scheduled during the student day.*
- *** *It is understood that if the ACP classes are taught for an entire school year in the areas listed above, then the dollar amounts listed will be automatically doubled.*

Varsity Coaches will be paid at an hourly rate [Ten Dollars (\$10.00)/hour] for summer programs. This does not include participation at off-campus events. Hours shall be submitted to the High School Principal.

AREA I

Boys Track
 Girls Track
 Boys Golf
 Girls Golf
 Cross Country
 Tennis Boys
 Tennis Girls
 Asst. Baseball
 Asst. Volleyball
 Asst. Varsity Softball

AREA II

Basketball, 7-8-9
 Football, 7-8
 Girls Basketball, 7-8
 Girls Volleyball, 7-8-9

AREA III

Jr. High Track Boys
 Jr. High Track Girls
 Jr. High Golf Boys
 Jr. High Golf Girls
 Jr. High Girls Softball
 Jr. High Baseball
 Jr. High Tennis
 Asst. Boy's Track Coach
 Asst. Girl's Track Coach
 Asst. Cross Country Coach

YEARS OF

EXPERIENCE

	AREA I	AREA II	AREA III
0	1,595	1,478	1,138
1	1,662	1,549	1,179
2	1,732	1,612	1,226
3	1,800	1,683	1,275
4	1,867	1,750	1,317
5	1,936	1,822	1,366
6	2,006	1,894	1,410
7	2,073	1,957	1,453
8	2,142	2,031	1,503

9		2,210		2,096		1,549
10		2,281		2,168		1,595

NOTE: ECA positions and pay may be shared by two (2) or more individuals as long as there is agreement to do so between the individuals and the Administration.

NOTE: The Board shall also pay the Indiana State Teachers' Retirement Fund (ISTRF) an additional Three Percent (3%) of each Teacher's ECA pay as that Teacher's contribution to the ISTRF.

An ECA position may be divided into two (2) or more positions with the mutual agreement of the Administration and the individuals involved as long as the total money involved does not exceed the amount spelled out in this ECA schedule. Also, two (2) or more ECA positions can be combined, again with the mutual agreement of the Administration and the individuals involved, in which case the individual involved would receive the pay for each ECA job done, not to exceed the amounts spelled out in this ECA schedule.

The School Corporation can hire volunteer coaches, sponsors, etc. at Ten Dollars (\$10.00) per year, and in such case the Ten Dollars (\$10.00) shall not be deducted from the amounts in this ECA schedule but shall be in addition to the amounts in this schedule.

Credit will be given for any coaching experience in any particular sport (boys or girls). *EXAMPLES: A person who has been head girls volleyball coach for seven (7) years who switches to 8th grade girls volleyball coach will receive credit for the seven (7) years served as head girls' volleyball coach. A person who has been 7th grade girls basketball coach for three (3) years who switches to 8th grade boys basketball coach will receive credit for the three (3) years served as 7th grade girls coach.*

APPENDIX C

**SPRINGS VALLEY COMMUNITY SCHOOLS
GRIEVANCE FORM**

Name of Grievant:

Building:

Teaching Assignment:

Name and Address of Representative of Grievant:

Level II

A. Date Cause of Grievance Occurred:

B. 1. Statement of Grievance

2. Relief Sought:

Signature of Grievant

Date

C. Disposition by Principal:

Signature of Principal

Date

Level III

A. Date Transmitted to Superintendent:

B. Disposition by Superintendent:

Signature of Superintendent

Date

APPENDIX D

SPRINGS VALLEY COMMUNITY SCHOOLS 2017-2019 RETIREMENT INCENTIVE

1. Full time, vested teachers who retire at the conclusion of the 2017-2018 school year will receive a \$25,000 incentive to be paid into VEBA or 403b in one sum distributed on or before July 31, 2018 or \$28,000 to be paid into VEBA or 403b in three payments (\$9,333.33) on or before July 31, 2018, on or before July 31, 2019 and on or before July 31, 2020. In order to receive this benefit the teacher must submit in writing their intention to retire at the end of the 2017-2018 school year by March 2, 2018.
2. Full time, vested teachers who retire at the conclusion of the 2018-2019 school year will receive a \$25,000 incentive to be paid into VEBA or 403b in one sum distributed on or before July 31, 2019 or \$28,000 to be paid into VEBA or 403b in three payments (\$9,333.33) on or before July 31, 2019, on or before July 31, 2020 and on or before July 31, 2021. In order to receive this benefit the teacher must submit in writing their intention to retire at the end of the 2018-2019 school year by March 2, 2018.
3. If five or more teachers (total for both 2017-2018 and 2018-2019) accept the retirement incentive, amounts for those retiring July 31, 2018, will be increased to \$30,000 paid into VEBA or 403b in one sum distributed on or before July 31, 2018, or \$33,000 be paid into VEBA or 403b in three equal payments (\$11,000) on or before July 31, 2018, on or before July 31, 2019, and on or before July 31, 2020. In order to receive this benefit the teacher must submit in writing their intention to retire at the end of the 2017-2018 school year by March 2, 2018.
4. If five or more teachers (total for both 2017-2018 and 2018-2019) accept the retirement incentive, amounts for those retiring July 31, 2019, will be increased to \$30,000 paid into VEBA or 403b in one sum distributed on or before July 31, 2019, or \$33,000 be paid into VEBA or 403b in three equal payments (\$11,000) on or before July 31, 2019, on or before July 31, 2020, and on or before July 31, 2021. In order to receive this benefit the teacher must submit in writing their intention to retire at the end of the 2018-2019 school year by March 2, 2018.
5. It is understood and agreed to that in the event of the death of the retiree who is still receiving benefits (2017-2019 Retirement Incentive) from the School Corporation, said benefits such retiree would have been entitled to receive had he or she survived, will be paid directly, in the same manner benefits would have been paid had the retiree survived, to the retiree's beneficiary as legally entitled.

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