

# *Agreement*

*Between the*

DUNELAND SCHOOL BOARD

*and the*

DUNELAND TEACHERS ASSOCIATION

Effective August 1, 2017 – June 30, 2019

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**ARTICLE I**  
**RECOGNITION AND DEFINITIONS**

A. Recognition

The Duneland Teachers Association, an affiliate of the Indiana State Teachers Association and the National Education Association, is the exclusive representative of certified employees in accordance with the provisions of the Indiana Collective Bargaining Statute for Teachers. The bargaining unit includes all certified employees except the superintendent, assistant superintendents, principals, assistant principals, confidential employees, employees performing security work and department chairpersons with system-wide responsibilities including evaluation of certified personnel such as the athletic directors, music director, director of technology and/or media.

B. Definitions

1. The term "day(s)", when used in this Agreement, shall mean calendar day(s) unless the language specifically specifies otherwise.
2. The term "Board" shall mean the Duneland School Board.
3. The term "Association" shall mean the Duneland Teachers Association and its officers, representatives and agents.
4. The term "corporation" shall mean the Duneland School Corporation.
5. The term "employer" shall mean the Board, administrators, supervisors and any other person(s) authorized to act on behalf of the Board in dealing with its employees.
6. The term "teacher" shall mean any member of the bargaining unit.
7. The term "seniority" is defined as the employee's length of continuous service under a regular teacher's contract from the employee's last date of employment and is not interrupted by an approved leave of absence.

**ARTICLE II**  
**BOARD RIGHTS**

The Association recognizes that the Board reserves full right, responsibility and authority to manage and direct all the operations and activities of the Duneland School Corporation provided that such rights, responsibilities and authority shall be in conformity with the provisions of this agreement and provided such provisions do not conflict with any right or benefit established by federal or state law, including IC 20-29 et. seq.

**ARTICLE III**  
**GRIEVANCE PROCEDURE**

- A. Purpose - The purpose of the grievance procedure is to settle at the lowest possible administrative level issues, which may arise from time to time with respect to specific

claims of violation or misinterpretation of provisions of this agreement. Both parties agree that these procedures shall be kept as confidential as possible. All days mentioned herein shall be calendar days.

- B. First Level - A teacher shall present his/her grievance to the immediate supervisor concerned and discuss the matter on his/her own behalf either personally or accompanied by one representative from the Association. A formal written grievance shall be filed as soon as possible, but in no event later than twenty-one (21) days of the time the grievant first knew, or should have known, of the act or condition upon which it is based. The supervisor shall respond to the grievance in writing within fourteen (14) days.
- C. Second Level - If the grievance is not settled at the First Level, the Association may appeal to the Superintendent of Schools by filing a written notice with the Superintendent. The statement of the grievance shall name the employee involved and shall state the facts giving rise to the grievance, shall identify all provisions of this Agreement alleged to be violated and shall state the relief requested. The statement of grievance should be submitted within fourteen (14) days from the time that the employee has received a reply from the immediate supervisor concerning his/her original statement of grievance.

Within fourteen (14) days of receipt of the appeal, the Superintendent shall conduct an appeal conference on the grievance. The Superintendent shall give the answer in writing no later than fourteen (14) days after the appeal conference. A copy of this answer will be sent to the employee submitting the grievance, as well as the President of the Association.

- D. Third Level - If the grievance is not settled at the Second Level, the grievant may appeal to the School Board by submitting a written request to the Superintendent within fourteen (14) days of receipt of the response from the Superintendent. The Board may conduct a hearing in executive session on the appeal of the grievance within thirty-five (35) days following receipt of the notice of appeal. The participants at the hearing shall be limited to the individual(s) involved at the second level of the formal grievance procedure. The hearing shall be limited solely to reviewing the information presented at the second level grievance conference.

The Board will take final action on the grievance at the next regular meeting after the hearing. The Superintendent will transmit the Board's disposition of the grievance in writing to the grievant(s) and the President of the Association.

- E. Miscellaneous Provisions
  - 1. The time limits provided in this Article shall be strictly observed but may be extended by a written agreement between the parties.
  - 2. If, in the judgment of the Association, a grievance affects a group or class of employees, the Association may submit such grievance, in writing, to the Superintendent or his/her designee directly and the processing of such grievance shall be commenced at Step Two (2) of the formal grievance procedure.
  - 3. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
  - 4. The administrative remedies provided for herein shall be exhausted prior to a teacher or the Association instituting any legal proceeding to enforce a term or provision of the Agreement.

**ARTICLE IV**  
**LEAVES OF ABSENCE**

Teachers who need to be absent for reasons set forth in this category shall notify their building principal and specify the type of absence prior to the absence. The Board and Association agree that all teachers are expected to exercise personal integrity in the use of sick leave, personal leave and bereavement leave.

The Superintendent, or designee, will review the use of all paid leave requests and is authorized to make adjustments for unusual circumstances.

A. Paid Leaves

1. Personal Leave - Each teacher shall be entitled to use three (3) days for the transaction of personal business and/or the conduct of personal or civic affairs during each school year with the following exceptions: the first staff day and student day of the school year; the day before or the day after scheduled break periods and/or holidays; and the last student day and staff day of the school year.
  - a. In all cases, school officials shall be notified prior to the use of such leave. Whenever possible, such notification shall be made in the form of a written request to use said leave.
  - b. In all cases, the proper forms shall be filled out and filed with the Superintendent of Schools.
  - c. In cases when school officials are not notified prior to the use of the leave, the request for use of personal business leave may be denied and any days taken may be considered as days without pay.
  - d. Unused personal business days will be added to accumulated sick leave at the end of the regular school year.
  - e. Employees shall not be eligible to use personal leave for planned extension of school vacations, shopping trips, supplemental employment and other activities that could reasonably be conducted on non-contracted days.
2. Sick Leave
  - a. Each teacher shall be entitled to be absent from work on account of illness or quarantine for a total of thirteen (13) days during the first year and (10) days in each succeeding year without loss of compensation, unused days to be accumulated.
  - b. Regular check-ups and appointments with licensed health care providers, as well as tests required by a physician, qualify as legitimate use of sick leave.
  - c. Each teacher may use one (1) sick day per school year as a personal health day.

- d. The transfer of sick leave days from any previous Indiana school corporation employer(s) shall be in accordance with Indiana law.
  - e. Each teacher may use up to five (5) days per school year of his /her available sick leave in case of illness or injury, or when the teacher is the appointed healthcare representative, involving a member of the immediate family. If additional days are needed for such purposes, they will be granted, upon written request from the teacher to the Superintendent. Such days shall be deducted from the teacher's unused and accumulated sick leave. If accumulated sick leave has been exhausted, additional days without pay may be granted by submitting a written request with appropriate documentation to the Superintendent. Documentation will be provided and may be a bill or note from the attending physician, or a note from the teacher explaining the need for his/her services in caring for the relative. Immediate family is defined as follows: spouse, parents, children, brothers, sisters, father-in-law, mother- in-law and stepchildren.
3. Bereavement Leave - Each teacher may be allowed bereavement leave without loss of compensation in accordance with the following:
- a. A maximum of five (5) work days within seven (7) consecutive calendar days of a death in the immediate family. Immediate family includes: father, mother, child, brother, sister, husband, wife, father- in-law, mother- in-law, daughter-in-l aw, son-in-law and grandchild.
  - b. A maximum of three (3) consecutive work days within seven (7) consecutive calendar days of a death of a relative who, at the time of death, was living as a member of the household, or a grandparent on either side of the family, or a brother-in-law or sister-in-law.
  - c. One (1) day may be taken without loss of compensation to attend the funeral of an aunt, uncle, first cousin, niece or nephew not living in the household of the employee.
  - d. Flexibility in the use of bereavement days will allow the bereaved to use one of the designated number of days for closure of business related to the death at a later date.
4. Enrichment Leaves
- a. The Duneland School Corporation will annually provide up to two hundred (200) days for enrichment leave and/or a maximum of sixteen thousand dollars (\$16,000) for enrichment expenses to be used by the members of the bargaining unit as approved by the Association.
  - b. The guidelines developed for the use of enrichment leaves shall be developed jointly and approved by the Association and the Superintendent. The administration may make a recommendation for each enrichment leave request, but the final authority to approve or adjust enrichment leaves or enrichment expenses rests with the Association.
  - c. Upon request, the Business Office shall annually give the teachers' association an accounting of the number of dollars and days used.

5. Association Leave

Upon written request, the President of the Association or his/her designee will be granted up to twenty (20) days paid leave per year in order to conduct Association business. Any day granted under this article shall be used in units of a one-half (1/2) day or a full day.

6. Sick Leave Bank - The primary purpose of the sick leave bank is to provide teachers with more sick leave days in addition to those provided/accumulated through normal sick leave policy in the event of a personal and serious health condition.

I. Eligibility

- a. Any teacher employed by the Duneland School Corporation is eligible to participate in the bank.
- b. A contribution of one (1) sick leave day is required to join the bank.

An additional day will be required when the total number of days in the bank falls below ninety (90). Participants will be notified by the Business Office of the additional assessment and those current members who sign the authorization to contribute an additional day to the bank will continue membership in the bank.

- c. Newly contracted teachers may join the sick leave bank at the time they are employed. All other teachers who are not members of the bank may join during the enrollment period from September 1 to September 15 each year.
- d. Sick leave days donated to the bank are considered a permanent donation to the bank.

II. Criteria for Use of the Bank

- a. The applicant must be a current participant in the bank.
- b. All sick leave days previously accumulated by the applicant must be exhausted.
- c. The request for withdrawal of days from the bank must be made on the appropriate form and submitted to the Duneland Teachers' Association Professional Rights and Responsibilities Committee (PR&R).
- d. The PR&R Committee will grant days using the following table as a guideline:

<u>Years in Duneland Of</u>	<u>Maximum Number Days Granted</u>
0-2	20
3-4	30
5-6	40

7-8	50
9-10	60
11-12	70
13-14	80
Over 14	90

- e. The PR&R Committee may require the applicant to submit a written statement from the applicant's doctor indicating the prognosis for returning to work.
  - f. Sick Leave Bank may be used to provide days for disability related to pregnancies, as certified by the teacher's physician, but not for child care.
- III. Any days remaining in the sick leave bank at the end of a school year will be carried over to the bank for the next school year.
  - IV. The Duneland Teachers' Association will receive a written accounting of the number of days donated, used and remaining in the sick leave bank at the close of each school year.
  - V. Teachers are eligible to draw days only while under contract to the Duneland School Corporation and not during summer or school vacation periods.

B. Unpaid Leaves of Absence

1. Temporary Unpaid Leave

Any teacher employed on a regular teacher's contract may apply for a temporary unpaid leave when no other leave is applicable. "Temporary" unpaid leave is defined as a period of time not to exceed ten (10) work days without compensation. Under normal circumstances, such a request shall be submitted in writing to the Superintendent through the building principal at least two weeks (14 days) before the requested unpaid leave is to begin.

The Superintendent is authorized to approve a request for unpaid leave for reasons other than illness or injury, or for unique and unusual circumstances. It is a breach of contract for a contracted employee not to report for work when no leave is applicable or approved.

2. Unpaid Leave

An unpaid leave of absence shall be defined as either one semester or one (1) school year leave of absence without compensation. Unpaid leave may be requested by a teacher for medical reasons substantiated by a licensed health care provider, for pursuit of post-graduate education, or for educational travel, which will be of benefit to the teacher and the school corporation.

- a. Under ordinary circumstances, a written request for an unpaid leave of absence must be submitted to the Superintendent not less than three (3)



months in advance of the requested leave date. The Superintendent is authorized to approve a request for unpaid leave.

- b. Teachers on unpaid leave may participate in the applicable Duneland School Corporation Health Group Insurance programs by paying the full cost of these programs.

3. Family Medical Leave Act FMLA

The Board agrees to comply with the Family Medical Leave Act.

Leaves for family medical purposes may be included or excluded from other qualified leave benefits. The application for family medical leave shall include the mix of leaves requested by the teacher and reflected in the final agreement.

4. Child Care Leave

An unpaid leave of absence for one or two semesters for the purpose of childcare shall be granted upon proper application. Proper application shall be made through the Human Resources Office at least thirty (30) days prior to the anticipated commencement of the leave, if possible.

**ARTICLE V**  
**FRINGE BENEFITS**

- I. Indiana Worker's Compensation and Occupations Disease Laws apply to all employees of the Duneland School Corporation. In order to substantiate claims for medical bills and lost time accidents under these laws, all on-the-job injuries must be reported to the employee's immediate supervisor and an accident report filed with the school nurse immediately or as soon as practical.

A. Hospitalization and Major Medical Insurance

1. 2018 Insurance Premiums:

The Board shall contribute the following amounts toward the annual premium cost for Health Insurance:

PPO Plan	HDHP Plan	<i>PLUS</i>	HSA Contribution
Single \$7,776.00	Single \$6,720.00		\$1,056.00
Family \$17,904.00	Family \$15,576.00		\$2,328.00

2. 2019 Insurance Premiums:

The Board shall contribute no less than the amounts contributed in 2018 as shown in #1. Should the annual premium amount increase for 2019, the Board contribution for 2019 shall be up to the maximum amounts as listed:

PPO Plan	HDHP Plan	<i>PLUS</i>	HSA Contribution
Single \$8,160.00	Single \$7,056.00		\$1,104.00
Family \$18,816.00	Family \$16,368.00		\$2,448.00

Should the premium increases exceed these maximum amounts, the increase shall be negotiated during the 2018-2019 bargaining time period.

3. A husband and wife who are both employed by the Corporation, and who no longer need the benefits of the family plan, should each enroll in a single plan.

B. Life Insurance

All certified employees of the Duneland School Corporation shall be provided a group life insurance program that includes accidental death and dismemberment benefits. The term life insurance shall be in the amount of fifty thousand dollars (\$50,000).

C. Income Protection

All certified employees of the Duneland School Corporation shall be eligible to participate in a group long-term disability insurance program (i.e. income protection plan) upon payment of an annual premium of fifteen dollars (\$15.00).

D. Insurance Regulations

1. The open enrollment period shall be in November each year for an effective date of January 1. Premium payments shall be paid by payroll deduction. Premium payments are not refundable under any circumstance.
2. Employees who terminate their employment early will automatically terminate their membership in any and all group insurance programs sponsored by the Board. Insurance coverage shall end the first of the month following the date employment is terminated.
3. Insurance coverage for employees contracted during the school year will begin on the first day of the month following the start of employment.
4. Any employee who becomes permanently disabled and subsequently resigns may continue to participate in the Duneland School Corporation Group Health Insurance Program by paying the full amount of the monthly premium provided they have served a minimum of five years in the Duneland Schools. In the event of the death of such a permanently disabled employee, a surviving spouse and/or dependent(s) may continue to participate in the group health insurance plan by paying the full amount of the monthly premium until the spouse qualifies for Medicare.
5. An employee who retires early may continue in the Duneland School Corporation Group Health Insurance Program by paying the full amount of the monthly premium provided they retire after age 50 with a minimum of five (5) consecutive years of service in Duneland immediately preceding their retirement.

If an employee dies after s/he retires and their spouse was covered at the time of retirement, the spouse may continue in the plan by paying the full amount of the monthly premium until s/he is eligible for Medicare.

All individuals paying the full cost of the Duneland Group Health Insurance Program must submit their check for the monthly premium to the Duneland Business Office by the 15<sup>th</sup> day of the month preceding the month in which the premium is due.

Participation in the Group Health Insurance program cannot extend past eligibility for Medicare.

Duneland School Corporation will make a voluntary dental program available to all teachers. Participants will be responsible for all premium payments.

6. The Board's contribution toward the cost of the insurance programs and benefits for which part-time teachers are eligible shall be prorated to the percentage of one full time equivalent (1 FTE) for the term of their part time employment.

E. Insurance Coverage Changes, Regulations and Reviews

Any changes in the insurance program (e.g. coverage, plan design, etc.) shall be mutually agreed upon by the parties. A permanent insurance committee shall meet quarterly with the administration to review costs, potential premium rate changes, and reserve fund levels. This committee shall make recommendations to the parties.

II. Retirement Benefits

A. Retirement Benefits for Teachers Hired After July 1, 2002

All teachers hired after July 1, 2002 shall have seven hundred fifty dollars (\$750.00) deposited annually in ten (10) equal payments by the employer into a 401(a) account. Investment options shall be at the choice of the teacher affected. One year of service is defined as a year of service under a regular teacher's contract with the Duneland School Corporation, which otherwise is a year of creditable service with the Indiana State Teachers Retirement Fund. The plan participants shall be vested as follows:

<u>Year</u>	<u>Vested</u>
1	20%
2	40%
3	60%
4	80%
5	100%

**ARTICLE VI**  
**PAYROLL PROVISIONS**

A. 403(b) Retirement Savings Plan

1. All teachers shall be eligible to participate in the Duneland School Corporation 403(b) Retirement Savings Plan (the "Plan") through payroll deduction.
2. Authorized changes in deductions may be provided to the Business Office one time per month.

B. Reimbursement

Actual expenses from attendance at approved conferences and/or professional meetings shall be reimbursed in compliance with the rules and regulations prescribed by the Board of School Trustees and the State Board of Accounts. Approved mileage shall be reimbursed at the mileage rate then established by the Internal Revenue Service.

**ARTICLE VII**  
**SALARY AND RELATED PROVISIONS**

**Compensation Plan**

Teachers receiving an Effective or Highly Effective rating for the previous year's evaluation and who have worked for a minimum of 120 days in the previous school year shall be eligible for the following increases in base compensation:

• **2017-2018**

\$2000 increase in the 2016-2017 base salary. This salary increase is based upon the following two factors: (1) the teacher receiving an effective or highly effective evaluation rating for the prior school year, which factor shall constitute \$1,500.00 of the total salary increase, **and** (2) the teacher earning an additional year of experience (defined as having worked during the prior school year for a minimum of 120 days), which factor shall constitute \$500.00 of the total salary increase. The increase in base salary attributable to the experience factor is less than 33% of the total base salary increase in accordance with Indiana law.

The 2017 - 2018 Salary Range before increases is \$39,000 to \$70,235.

• **2018-2019**

2% increase to the 2017-2018 base salary. This salary increase is based upon the following two factors: (1) the teacher receiving an effective or highly effective evaluation rating for the prior school year, which factor shall constitute 75% of the total salary increase, **and** (2) the teacher earning an additional year of experience (defined as having worked during the prior school year for a minimum of 120 days), which factor shall constitute 25% of the total salary increase. The increase in base salary attributable to the experience factor is less than 33% of the total base salary increase in accordance with Indiana law.

The 2018 – 2019 Salary Range before increases is \$40,000 to \$72,235.

New Teacher Hiring Placement

The school corporation determines the compensation of teachers new to the school corporation based on the Newly Hired Placement Chart. Several factors will contribute to the determination of the salary for a newly hired teacher such as experience, education, and licensing. Any newly hired teacher placed outside the Newly Hired Teacher Placement chart requires consultation between the Superintendent and the DTA president. No new hire will be hired at a salary amount that is outside the scope of the salary range.

	<u>BA/BS</u>	<u>MA/MS</u>
0	\$40,000	\$42,000
1	\$40,700	\$42,700
2	\$41,400	\$43,400
3	\$42,100	\$44,100
4	\$42,800	\$44,800
5	\$43,500	\$46,000
6	\$44,200	\$46,700
7	\$44,900	\$47,400
8	\$45,600	\$48,600
9	\$46,300	\$49,300
10 +	\$47,000	\$50,000 _____

Stipends

Outstanding Teacher Attendance Stipend: \$400.00

A teacher attendance stipend encourages improved teacher attendance which will positively impact student growth and achievement in the classroom.

Teachers with a total of 3 or fewer sick and/or personal days per school year shall be eligible for this stipend. Approved professional development days, bereavement days, jury duty days and/or active military leave do not count as absences for the purposes of earning this stipend.

The Outstanding Teacher Attendance stipend will be paid no later than the end of the contract year in which the stipend is earned.

Course Training and Curriculum Stipend: \$250.00

Teachers who teach one or more Advanced Placement, Dual Credit, International Baccalaureate or Project Lead the Way course will receive one \$250 stipend per year to compensate for the additional training and prep time required to teach these courses.

Host Student Teacher Stipend: \$250.00

Teachers who host a student teacher and do not receive a stipend equivalent to \$250 from the student teacher's University of origin will receive this stipend one time during the course of a school year. The total amount from all sources will not exceed \$250.

Professional Development Stipend: \$250.00

Teachers who create and present Central Office approved professional development at the district, state or national level will receive this stipend one time during the course of a school year.

Instructional Initiative Stipend: \$250.00

Teachers who create a Central Office approved Open Source or Online Course, Academic Innovation for Learning, Instructional Initiative or a Start-up Learning Program will receive this stipend one time per school year.

**Redistribution**

Redistribution: Any funds otherwise allocated for teachers who were rated Ineffective or Improvement Necessary will be equally redistributed to all teachers who were eligible for an increase under the compensation plan. The redistribution will be in the form of a stipend that will be paid no later than the end of the contract year.

**Supplemental Payment** (For informational purposes only)

Teachers who attained an initial Master's degree after August 1, 2016, and who have been employed by the Duneland School Corporation for five or more years, shall be eligible to receive a one-time \$1,000 stipend and a supplemental base salary increase of \$2000. Master's degree must be awarded by institutions of higher learning that are accredited by the North Central Association of Colleges and Schools or equivalent regionally accredited associations in a content area directly related to the subject matter of:

1. a dual credit course; or
2. another course; taught by the teacher; or is an elementary school teacher who earns a master's degree in math or reading and literacy.

This supplemental payment is being unilaterally granted by the School Corporation as is permitted by IC 20-28-9-1.5(a). This supplemental payment has not been bargained but rather is included in this Contract for informational purposes only.

**ARTICLE VIII  
ANCILLARY DUTIES**

- A. ECA Payments are determined by Appendix A as attached to this Agreement. Any reference to number of positions listed are for informational purposes.

2017 – 2018: Compensation for duties within the ECA schedule will increase by 10% .

2018 – 2019: Compensation for duties within the ECA schedule will increase by 5%.

During the term of this agreement, the parties shall mutually review the ECA schedule. This provision is for information purposes only and has not been bargained.

- B. NIGHT SCHOOL, HOMEBOUND INSTRUCTION, SATURDAY SCHOOL, DRIVER'S EDUCATION and SCHOOL-WIDE AFTER SHOOOL DETENTION

The hourly rate for Night School, Homebound Instruction, Saturday School, Driver's Education and School-wide After School Detention\* (\*MS/CHS; hours to be paid outside of contract day; implementation to be determined) shall be, including the adjustment for TRF, as follows:

2017-2019  
\$27.00

C. CURRICULUM DAYS

The daily rate for Curriculum days shall be, including the adjustment for TRF, as follows:

2017-2019  
\$125.00

D. PROFESSIONAL DEVELOPMENT

The hourly rate for any stipends paid for qualified and approved work outside the regular school day or school year for accreditation and/or grant funded professional development activities shall be, including the adjustment for TRF, as follows:

(Note: Stipends require pre-approval by the building administrator and the business office, and shall be paid only from sources designated specifically for professional development.)

2017-2019  
\$20.50

E. MENTOR PROGRAM

Mentor teachers will be paid \$200 per mentee per school year.

**ARTICLE IX**  
**EFFECT OF THE AGREEMENT**

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

Should any article, section, or clause of this agreement be declared illegal by a court of competent jurisdiction or administrative agency, said article, section or clause, as the case may be, shall be automatically deleted from this agreement to the extent that it violated the law, but the remaining articles, sections and clauses shall remain in full force and effect for the duration of the agreement, if not affected by the deleted article, section or clause. Any such article, section or clause shall be renegotiated upon the written request of either party.

During the term of this agreement, contracts of teachers who are members of the bargaining unit shall be made expressly subject to the provisions of this agreement.

**ARTICLE X**  
**TERMS OF THE AGREEMENT**

This agreement shall be effective as of August 1, 2017 and shall continue in effect through June 30, 2019.

This agreement is made and entered into at Chesterton, Indiana, on this 9th day of October, 2017, by and between the Duneland School Corporation, County of Porter, State of Indiana, heretofore referred to as the "Board" and the Duneland Teachers Association, heretofore referred to as the "Association."

This agreement is so attested by the signatures below.

**DUNELAND TEACHERS ASSOCIATION**

**DUNELAND SCHOOL BOARD**

\_\_\_\_\_  
Anne Stark, Co-President

\_\_\_\_\_  
Kristin Kroeger, Board President

\_\_\_\_\_  
Bobbi Hall, Co-President

\_\_\_\_\_  
Brandon Kroft, Board Secretary

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date



APPENDIX A  
 Extra Curricular Assignment Schedule  
 For Years: 2017 - 2018 & 2018 - 2019

ASSIGNMENT	2017 - 2018	2018 - 2019
0002 - VARSITY FOOTBALL (1)	9,220	9,680
0003 - VARSITY ASST FOOTBALL (3)	5,495	5,770
0004 - JV FOOTBALL (2)	3,925	4,120
0005 - FRESHMAN FOOTBALL (1)	4,515	4,740
0006 - FRESHMAN ASST. FOOTBALL (2)	3,140	3,300
0007 - 7TH/8TH HD FOOTBALL (2)	3,140	3,300
0008 - 7TH/8TH ASST A FOOTBALL (2)	2,750	2,890
0009 - 7TH/8TH ASST B FOOTBALL (2)	1,965	2,065
0010 - SPRING CAMP FOOTBALL (2)	785	825
0011 - VARSITY BBALL B/G (2)	9,220	9,680
0012 - VAR. ASST. BBALL B/G (2)	5,495	5,770
0013 - JV BBALL B/G (2)	4,905	5,150
0014 - FRESHMAN BBALL B/G (2)	4,515	4,740
0015 - 9TH ASST. BBALL B/G (2)	3,140	3,300
0016 - 7TH/8TH HD BBALL B/G (4)	3,140	3,300
0017 - 7TH/8TH ASST A BBALL (4)	2,750	2,890
0018 - 7TH/8TH ASST B BBALL B/G (4)	1,965	2,065
0019 - VARSITY CROSS COUNTRY B/G (2)	5,100	5,355
0020 - ASST. VAR. CROSS CNTRY B/G (2)	2,355	2,475
0022 - 6TH/7TH/8TH HEAD X-CNTRY B/G (4)	2,355	2,475
0023 - 6TH/7TH/8TH ASST X-CNTRY B/G (4)	1,570	1,650
0024 - VAR. TENNIS B/G (2)	3,925	4,120
0025 - VAR. ASST. TENNIS B/G (2)	2,355	2,475
0026 - VARSITY SOCCER B/G (2)	5,100	5,355
0027 - VAR. ASST. SOCCER B/G (2)	4,515	4,740
0028 - VARSITY GOLF B/G (2)	3,925	4,120
0029 - VAR. ASST. GOLF B/G (2)	2,355	2,475
0030 - VARSITY VOLLEYBALL (1)	5,100	5,355
0031 - VAR. ASST. VOLLEYBALL (1)	3,925	4,120
0032 - JV VOLLEYBALL (1)	2,945	3,095
0033 - FRESHMAN VOLLEYBALL (1)	1,965	2,065
0034 - 7TH/8TH HEAD VOLLEYBALL (2)	2,355	2,475
0035 - 7TH/8TH ASST. VOLLEYBALL (2)	1,570	1,650
0036 - VARSITY SWIMMING B/G (1)	8,830	9,275
0037 - ASST I SWIMMING B/G (1)	3,925	4,120
0038 - ASST II SWIMMING B/G (2)	2,750	2,890
0039 - ASST III SWIMMING B/G (1)	1,765	1,855
0040 - VARSITY GYMNASTICS (1)	5,495	5,770

0041 - VARSITY ASST. GYMNASTICS (1)	3,530	3,710
0042 - VARSITY WRESTLING (1)	5,495	5,770
0043 - VAR. ASST. WRESTLING (1)	3,730	3,920
0044 - FRESHMAN WRESTLING (1)	2,550	2,680
0045 - FRESHMAN ASST. WRESTLING (1)	1,570	1,650
0046 - 7TH/8TH HEAD WRESTLING (2)	2,550	2,680
0047 - 7TH/8TH ASST. WRESTLING (2)	1,965	2,065
0048 - VARSITY BASEBALL/SOFTBALL (2)	5,885	6,180
0049 - VAR. ASST. BASEBALL/SOFTBALL (2)	3,925	4,120
0050 - JV BASEBALL/SOFTBALL (2)	2,945	3,095
0051 - FRESHMAN BASEBALL/SOFTBALL (2)	1,965	2,065
0052 - VARSITY TRACK B/G (2)	5,495	5,770
0053 - HS TRACK ASST LEVEL 1 B/G (4)	3,140	3,300
0054 - HS TRACK ASST LEVEL 2 B/G (4)	2,355	2,475
0055 - HS TRACK ASST LEVEL 3 B/G (2)	1,965	2,065
0056 - VARSITY CHEERLEADING (1)	3,925	4,120
0057 - ASST. VAR. CHEERLEADING (1)	2,945	3,095
0058 - FRESHMAN CHEERLEADING (1)	1,570	1,650
0059 - 7TH/8TH CHEERLEADING (2)	1,570	1,650
0060 - POOL DIRECTOR (1)	1,765	1,855
0061 - ASST. POOL DIRECTOR (1)	980	1,030
0062 - HS CONCESSIONS MANAGER (1)	5,495	5,770
0063 - MS CONCESSIONS MANAGER (1)	3,210	3,370
0064 - HS INTRAMURALS DIRECTOR (1)	1,965	2,065
0065 - HS IM BBALL (1)	1,180	1,240
0066 - HS IM VOLLEYBALL (1)	1,180	1,240
0067 - HS IM BOWLING (1)	395	415
0068 - HS IM POWER LIFTING	395	415
0069 - MS INTRAMURALS DIRECTOR (1)	590	620
0070 - MS IM BBALL C TEAM B/G (2)	785	825
0071 - MS IM VOLLEYBALL C TEAM (1)	785	825
0072 - 5TH/6TH IM BBALL (8)	785	825
0073 - 5TH/6TH IM VOLLEYBALL (4)	785	825
0074 - 5TH/6TH IM RUNNING CLB (2)	785	825
0075 - ACADEMIC COMPETITION HS COORD (1)	2,355	2,475
0076 - HS ACADEMIC COACHES (5)	590	620
0077 - ACADEMIC DECATHLON (1)	1,965	2,065
0078 - HS SPELL BOWL (1)	590	620
0079 - QUIZ BOWL (1)	1,570	1,650
0080 - MS ACADEMIC COACHES (3)	395	415
0081 - LIS/WIS ACADEMIC COACHES (6)	395	415
0082 - K-6 SPELLING BEE (7)	195	205
0083 - SENIOR CLASS SPONSOR (2)	500	525

0084 - JUNIOR CLASS SPONSOR (2)	500	525
0085 - PROM COORDINATOR (1)	1,180	1,240
0086 - SOPHOMORE CLASS SPONSOR (2)	500	525
0087 - FRESHMAN CLASS SPONSOR (2)	500	525
0088 - MARCHING BAND (1)	3,925	4,120
0089 - MARCH BAND ASST. (1)	3,530	3,710
0090 - PEP BAND (1)	1,570	1,650
0091 - JAZZ BAND (1)	1,965	2,065
0092 - CONCERT BAND (1)	1,180	1,240
0093 - WIND ENSEMBLE (1)	1,965	2,065
0094 - PERCUSSION ENSEMBLE (1)	1,180	1,240
0095 - ORCHESTRA (1)	2,355	2,475
0096 - PIT ORCHESTRA (1)	590	620
0097 - HS DIRECTOR OF CHOIRS (1)	6,865	7,209
0098 - MS BAND (1)	1,180	1,240
0099 - MS ORCHESTRA (1)	785	825
0100 - 6TH GR BAND (1)	1,180	1,240
0101 - 5TH/6TH GRADE ORCHESTRA (2)	785	825
0102 - 7TH/8TH CHORAL DIRECTOR (1)	1,180	1,240
0103 - HS SCHOOL PAPER (1)	1,570	1,650
0104 - MS SCHOOL PAPER (1)	1,570	1,650
0105 - HS YEARBOOK (1)	3,140	3,300
0106 - MS YEARBOOK (1)	2,750	2,890
0107 - LIS/WIS SCHOOL PAPER (2)	195	205
0108 - LIS/WIS YEARBOOK (4)	395	415
0109 - K-4 YEARBOOK (5)	195	205
0110 - DIR SPCH&DEBATE (1)	9,220	9,680
0111 - ASSOC SPCH&DEBATE (3)	5,100	5,355
0113 - CHS DIR STUDENT GOV (1)	1,570	1,650
0114 - CMS STUDENT COUNCIL (2)	1,180	1,240
0115 - LIS/WIS/STUDENT COUNCIL (2)	785	825
0116 - K-4 STUDENT COUNCIL (10)	195	205
0117 - THEATER DIR/PRODUCER (1)	2,355	2,475
0118 - DIRECTOR OF DRAMA (1)	1,765	1,855
0119 - CHILDRENS PLAY DIRECTOR (1)	1,765	1,855
0120 - DIRECTOR OF MUSICAL (2)	1,765	1,855
0121 - SOUND/LIGHTING II ALL PROD (1)	1,180	1,240
0122 - STAGE DESIGNER ALL PROD (1)	2,945	3,095
0123 - THEATER PUBLICITY (1)	590	620
0124 - CMS DRAMA DIRECTOR (1)	1,570	1,650
0125 - CMS SOUND/LIGHTS ALL PROD (1)	785	825
0126 - BPA (1)	1,570	1,650
0127 - CHS CREATIVE WRITERS (1)	785	825

0128 - FINE ARTS CLUB (1)	395	415
0129 - WORLD LANGUAGE CLUB (4)	395	415
0130 - NATURAL HELPERS (2)	785	825
0131 - NATIONAL HONOR SOCIETY (1)	785	825
0132 - RED RIBBON PROGRAM (9)	395	415
0133 - SADD (1)	395	415
0134 - VETERANS DAY PROGRAM (9)	395	415
0135 - WDSO ADVISOR (1)	6,280	6,595
0136 - WELLNESS PROGRAM (9)	195	205
0137 - CMS READER'S CLUB (1)	395	415
0138 - BRUSH W/THE MASTERS K-4 (5)	395	415
0139 - SAFETY PATROL K-4 (1)	195	205
0140 - SCIENCE FAIR K-4 (5)	195	205
0141 - CHS BUSINESS (BAT) DEPT CHAIR (1)	2,750	2,890
0142 - CHS BUSN/APPLD TECH (BAT) COOR (1)	395	415
0143 - CHS COMMUNICATIONS CHAIR (1)	2,945	3,095
0144 - CHS COMM LEVEL LEADER (4)	1,375	1,445
0145 - CHS FACS/IND TECH CHAIR (1)	3,925	4,120
0146 - CHS WORLD LANGUAGE CHAIR (1)	5,100	5,355
0147 - CHS GUIDANCE CHAIR (1)	3,140	3,300
0148 - CHS HEALTH/PE CHAIR (1)	3,140	3,300
0149 - CHS MATH CHAIR (1)	5,495	5,770
0150 - CHS MUSIC CHAIR (1)	1,570	1,650
0151 - CHS MEDIA CHAIR (1)	1,715	1,800
0152 - CHS SCIENCE DEPT CHAIR (1)	6,280	6,595
0153 - CHS SCIENCE - LEVEL LEADER (1)	1,375	1,445
0154 - CHS SOCIAL STUDIES CHAIR (1)	4,710	4,945
0156 - CHS VISUAL ART - (1)	2,160	2,270
0157 - CMS COMMUNICATIONS CHAIR (1)	2,355	2,475
0158 - CMS FACS CHAIR (1)	2,060	2,165
0159 - CMS HEALTH CHAIR (1)	1,570	1,650
0160 - CMS IND TECH CHAIR (1)	2,060	2,165
0161 - CMS PHYSICAL ED CHAIR (1)	1,570	1,650
0162 - CMS SCIENCE CHAIR (1)	2,355	2,475
0163 - CMS SOCIAL STUDIES CHAIR (1)	2,355	2,475
0165 - CMS TEAM LEADER (7)	2,160	2,270
0166 - LIS/WIS TEAM LEADERS (12)	1,375	1,445
0167 - K-6 GRADE LEVEL COORD/DIR (29)	2,355	2,475
0168 - K-6 SPECIALS COORD/DIR (7)	590	620
0169 - K-8 ART COORD. (1)	2,945	3,095
0170 - K-12 GUIDANCE DIRECTOR (1)	4,710	4,945
0171 - CURRICULUM COUNCIL (6)	980	1,030
0172 - DISTRICT CURRICULUM COM (80)	195	205

0173 - SAT LEADER (9)	785	825
0174 - CHS SAT MEMBER (10)	395	415
0175 - CMS SAT MEMBER (5)	395	415
0176 - LIS/WIS SAT MEMBER (8)	395	415
0177 - ELEM SAT MEMBER (15)	395	415
0188 - SPEECH & DEBATE ASST. (3)	3,140	3,300
0190 - CMS CONCESSIONS CLUB (1)	1,180	1,240
0191 - ACADEMIC FAIR/FESTIVAL K-4 (5)	195	205
0193 - MS LAB BAND (1)	1,180	1,240
0194 - COSTUME & MAKEUP PER PROD (1)	590	620
0195 - 5TH/6TH IM WRESTLING (2)	785	825
0196 - HS JAPAN BOWL (1)	590	620
0197 - CMS MATH CHAIR (1)	2,355	2,475
0200 - SOUND & LIGHTING I -ALL PROD	2,355	2,475
0202 - NCA CHAIRPERSONS (9) FULL TIME	1,180	1,240
0204 - CMS SET DESIGNER (1)	1,180	1,240
0205 - 5TH/6TH CHOIR (2)	785	825
0207 - 6TH 7TH 8TH HEAD TRACK (6)	1,965	2,065
0208 - 6TH 7TH 8TH ASST TRACK (6)	1,570	1,650
0209 - JV SOCCER B/G (2)	3,925	4,120
0210 - CHS MARCHING UNIT (1)	3,530	3,710
0211 - CHS WINTER GUARD (1)	3,530	3,710
0213 - 6TH GR BAND (2)	590	620
0215 - MS/HS SCIENCE OLYMPIAD (2)	980	1,030
0216 - CMS ART CLUB (2)	590	620
0217 - K-8 ART EXHIBITIONS (9)	395	415
0218 - MS HAND BELL CHOIR (1)	785	825
0219 - 7TH/8TH GIRLS CHOIR (1)	785	825

Note: numbers in ( ) have not been bargained and are for informational purposes only.