

# **CONTRACT**

**Between**

**The Board of School Trustees  
of Carmel Clay Schools**



**and the**

**Carmel Teachers' Association**

**July 1, 2019  
to  
June 30, 2021**

**Table of Contents**

Article 1: Contract Procedures ..... 2

Article 2: Paid Leave for Association Business ..... 2

Article 3: Grievance Procedure ..... 2

Article 4: Alternative Contracts ..... 4

Article 5: Academic/Experience Credit..... 6

Article 6: Compensation..... 7

Article 7: Summer School..... 10

Article 8: Voluntary Tax Deferred Retirement Savings Plans ..... 10

Article 9: Group Insurance Program ..... 10

Article 10: Paid Leave Days ..... 14

Article 11: Carmel Clay Retirement Program ..... 19

Article 12: Early Retirement Incentive/VEBA Trust Account ..... 25

Article 13: Unpaid Leaves..... 27

Article 14: Effective Date and Term of Agreement ..... 32

APPENDIX A - Teacher Salary Schedule for 2019-20 and 2020-21..... 33

APPENDIX B - ECA Schedules ..... 37

# COLLECTIVELY BARGAINED AGREEMENT

## Introductory Information

### **A. Parties to Agreement**

This Contract is entered into this 1<sup>st</sup> day of July 2019, by and between the Board of School Trustees of Carmel Clay Schools of Hamilton County, Indiana, hereinafter called the "Board", and the Carmel Teachers' Association, hereinafter called the "Association". As used in this Contract, "School Corporation" means the Carmel Clay Schools, and "Administration" means the Superintendent or a designee.

### **B. Recognition**

In consideration of the mutual covenants hereinafter contained, the parties hereto agree as follows:

For the terms of this Contract, the Association is recognized by the Board as the exclusive representative as defined by Indiana Code 20-29-2-9, of a bargaining unit consisting of the following school employees of the Board.

INCLUDED: All certificated employees, as defined in Indiana Code 20-29-2-4, of Carmel Clay Schools of Hamilton County, Indiana (hereinafter-called "teachers" and "long term substitute teachers") other than those excluded below:

#### EXCLUDED:

- Superintendent, assistant superintendents, directors and supervisors with corporation-wide responsibilities
- Confidential employees, and employees performing security work within meaning of Indiana Code 20-29-2-8
- Principals, assistant principals, administrative assistants, athletic directors, director of student activities, and

department chairs, all of whom have the responsibility for evaluating teachers

- Casual and short-term substitute teachers.

### **Article 1: Contract Procedures**

- A. This contract shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties in a written and signed agreement.
- B. Should any clause, portion, or paragraph of this Agreement be declared unenforceable, invalid, or illegal for any reason, it shall not affect the enforceability, validity, or legality of the remainder of this Agreement.

### **Article 2: Paid Leave for Association Business**

The Association President, or his/her designee, shall be entitled to five (5) days each year for Association business without loss of compensation. An additional three (3) days are available for purposes of lobbying with the Indiana General Assembly. The Association may request that the Superintendent grant additional paid days for Association business, and the Superintendent, in his discretion, may grant or deny any such request. The Board, for the cost incurred for substitute teachers, may bill the Association.

### **Article 3: Grievance Procedure**

1. A “grievance” is a claim by one teacher of a violation of an Article in this contract.
2. “Days” are as calendar days except during the summer recess when days are defined as weekdays when the Educational Services Center (ESC) offices are open for business.

3. Nothing in this Contract shall limit the right of any teacher having a grievance from discussing the matter informally with any appropriate Administrator.
4. A teacher who files a grievance may request a representative be present with them when the teacher files the grievance and at any meetings held to address the grievance.
5. The process for addressing a grievance is as follows:

**Step 1:**

- (a) Within twenty-five (25) days of the time the grievant first knew, or should have known, of the act or condition which is the basis for the grievance, a written copy of the grievance is delivered to the Superintendent's Office.
- (b) Within ten (10) days after receiving the grievance, the Superintendent/designee will determine if a meeting with the grievant is necessary and, if so, will schedule a meeting to occur within seven (7) additional days or as soon thereafter as is convenient for the parties.
- (c) The Superintendent/designee will reply to the grievant within ten (10) days after the meeting or, if no meeting is held, within ten (10) days after the grievance is filed.
- (d) The Superintendent's designee (if one is used) shall send his/her decision to the Superintendent, grievant and the Association. If the grievance is denied by the designee, but is found by the Superintendent to be in violation of the terms of this Contract, he/she shall notify the grievant and the

Association within five (5) days of his/her receipt of the designee's decision that the designee's decision has been overruled.

**Step 2:**

If the teacher is not satisfied with the Superintendent/ Designee's response, then the teacher has seven (7) days after the date of the Superintendent's response, or seven (7) Days after the expiration of the Superintendent's five (5) Day consideration period, whichever is less, to appeal the grievance to the Board of Education by providing written notice to the President of the Board and a copy to the Superintendent. The Board of Education will schedule a mutually agreeable time to hold a hearing on the appeal.

6. If the teacher does not file or appeal the grievance within the times set forth above, the grievance is invalid and cannot be pursued any further. If the Superintendent/designee fails to comply with any of the times above, the grievance is denied and the teacher will have ten (10) days to appeal the grievance to Step 2.
7. The decision of the Board does not preclude a breach of contract lawsuit.

**Article 4: Alternative Contracts**

**A. Part-time and Reduced Contracts**

1. If a teacher is employed on a part-time basis < 50% of a regular teacher contract (therefore not eligible for insurance benefits), all pay and all paid leave days shall be pro-rated in accordance with the amount of time the teacher works as compared to a Full-Time Equivalent (FTE).

2. A teacher employed on a part-time basis at or more than 50% of a regular teacher contract all pay, including eligible insurance benefits, and all paid leave days, shall be pro-rated in accordance with the amount of time the teacher works as compared to a Full-Time Equivalent.

3. Travel time will be applicable on days the teacher is required to travel between schools.

4. Teaching duties that equate to more than 80% of a full time contract are considered full-time and the teacher will be given a full-time 100% contract.

#### B. Job Sharing

1. A teacher employed on a job share receives all pay, including eligible benefits, and prorated paid days.

2. Job share teachers shall move on the salary schedule the same as full-time teachers, except, as stated above, salary is prorated. Upon return to full-time employment, they shall receive full salary credit for each year of job share teaching in which they received an effective or highly effective evaluation, as if they are full time.

#### C. Long Term Substitute Teachers

1. A LTS Teacher will receive the going rate for substitute teachers in this Corporation for the first fifteen workdays of their initial employment as a LTS Teacher.

2. A LTS after his/her first fifteen workdays shall receive a regular teacher's salary based on the negotiated teachers' salary model as provided for in Appendix A of this Contract. To the extent permitted by law, the District has the right to determine the initial placement of the LTS Teacher on the salary model. If it is determined to be unlawful for a contract

to authorize the District to do this, then for initial placement LTS Teachers will be placed on the salary schedule giving credit for all years of teaching experience and education. In that case, Row A would equal no experience, Row B would equal one (1) year of experience and so forth. However, if a LTS teacher is rated Ineffective or Improvement Necessary in any given year or years, those years will not count towards their placement.

3. Individuals who have served or are serving as LTS Teachers, upon subsequently receiving and accepting Regular or Temporary Teachers' Contracts, not associated with filling in for a leave of absence teacher, shall be granted full credit for all time served as an LTS teacher, if they receive an effective or highly effective evaluation.

4. LTS Teachers are not eligible for the group insurance programs (Article 9), retirement programs (Article 11), or Early Retirement/VEBA Trust Account (Article 12).

D. Home Instruction or Instruction in Hospitals and/or Institutions

A teacher employed to provide home instruction or instruction in hospitals and/or institutions is paid at his/her hourly rate.

**Article 5: Academic/Experience Credit**

A) Academic Credit (Education)

1. If The Director of Human Resources is notified in writing of content-area additional college or university course hours by August 1 or December 1 of each calendar year. Movement on the salary table due to additional content-area academic credit or degrees beyond the requirements for employment will take effect at the beginning of the semester following notification if otherwise permitted by law.

2. A teacher must file an official transcript of additional content-area course hours and degrees with the Director of Human Resources by October 1, following the August 1 notification, and February 1, following the December 1 notification.
3. Credit for additional hours toward or beyond a content-area degree, e.g., BA+15, BA+30, MA+15, MA+30, is subject to either a, or b, below.

Content area graduate hours are used until; the teacher secures a post-graduate degree toward which they were earned.

Content area shall be defined as any content area, as defined by IDOE, in which the teacher currently teaches or any other content area approved by the superintendent.

#### B) Teaching Experience Credit

Teachers on reduced or alternative contracts shall have the number of teaching days accumulate. In the year in which the teacher has accumulated service reaches 120 days or more, the teacher is credited with an additional year of service.

### **Article 6: Compensation**

The parties did not bargain any parameters or restrictions on the School's ability to assign ancillary duties. Any information in this Contract on assignment of duties is included for information only.

#### A) General Provisions Applicable to 2019-20 and 2020-21

1. The Board shall pay the teachers' 3% contribution to the Indiana State Teachers' Retirement Fund.
2. The teacher's daily rate shall be

determined by dividing the teacher's contract salary by the number of contracted days.

3. The teacher's hourly rate shall be determined by dividing the teacher's daily rate by six (6).

4. Teachers on part-time regular teacher contracts shall have their pay and benefits pro-rated according to the terms listed in Article 4 (Alternative Contracts).

5. The District will pay for criminal history checks it requires of teachers during their employment. If the District required a teacher to get a criminal history check during his/her employment and the District did not pay for it, then the District will reimburse the teacher for the cost of the criminal history check.

6. Teachers working approved extended contract days shall receive their daily rate for the additional days worked.

7. Teachers selected by the District who voluntarily perform approved ancillary duties outside regular school hours are compensated at the teacher's hourly rate. These ancillary duties include homebound instruction, credit recovery, and remediation.

Teachers selected by the District and who voluntarily perform ancillary duties outside regular school hours are compensated at the hourly rate of cell A-1 (B.S.). These additional ancillary duties include curriculum projects, and preparation for leadership of professional development.

8. Teachers selected by the District who voluntarily agree to work in the Early Bird Program, which occurs outside of the regular school day, receive compensation at 1/6<sup>th</sup> of the teacher's base salary.

9. Teachers hired on or before December 31, 2013, whose compensation would have been adjusted pursuant to Article XIV Section

B(6) of the 2008-2012 contract between the parties, shall advance on the salary schedule in accord with this Article, plus one additional lettered step for every three years of employment until he/she reaches the highest placement on the salary schedule his/her actual years of effective or highly effective experience would warrant.

B) 2019-20 and 2020-21 Compensation

1. Compensation is based on the Salary Schedule (Appendix A) and Extracurricular Payment Schedule (Appendix B). However, all compensation increases contained in this Agreement are subject to the statutory requirement that the teacher receive an effective or highly effective evaluation. If that does not occur, then the teacher is not eligible for any increase of any type for the school year following the school year to which the evaluation applied.
2. The amount of any increase a teacher is not eligible to receive due to his/her evaluation is redistributed to all of the other eligible teachers as a stipend at the same time and on the same basis as the Teacher Appreciation Grant funds.
3. National Board Certification Stipend - A teacher who has achieved National Board Certification by the National Board for Professional Teaching Standards is paid an additional \$1,500 stipend per year.
4. Newly Hired Teachers - To the extent permitted by law, the School Corporation, in its discretion, may determine the placement on the salary schedule (Appendix A) for a newly hired teacher. Subsequent adjustments to salary for newly hired teachers are governed by this Agreement or successor agreements.

## **Article 7: Summer School**

Teachers on summer teaching employment (Summer School) are paid their hourly rate. The superintendent has determined, under Indiana Code § 20-28-6-7(d), that summer school salary will be bargained.

## **Article 8: Voluntary Tax Deferred Retirement Savings Plans**

The District will provide a voluntary tax deferred retirement savings plan in which teachers may participate.

## **Article 9: Group Insurance Program**

- A. Except as specifically set forth in this Agreement, the School Corporation has the right, in its discretion, to change, modify or alter any aspects of the insurance programs contained in this Agreement, including without limitation, carriers, eligibility requirements, plan design, premium, open enrollment and open transfer periods. However, there must be mutual agreement between the Board and the Association to change or modify the Prime Health Plan.
- B. Group Hospital, Medical, Dental, and Vision Insurance
  - 1. The Board shall pay the amounts below for insurance coverage for the Prime, Standard, or either of the High Deductible/Health Savings Plan (HSA) as selected by the

Teacher for hospital, medical, dental and vision insurance coverage:

Single Plan	An amount equal to 80% of Standard Plan
Employee/child(ren)	An amount equal to 65% of Standard Plan
Employee/spouse	An amount equal to 65% of Standard Plan
Family	An amount equal to 65% of Standard Plan
*Married (2 Board Employees)	An amount equal to 72% of Standard Family Plan

\*Applies only if both spouses are employed by Carmel Clay Schools, both are eligible for benefits, and they select a Family Plan

2. Teachers may enroll in the medical, dental and vision plan or change their enrollment status within thirty-one (31) Days prior to retirement with the change to be effective on the date of retirement. Teachers with a part-time or alternative contract <50% of a regular teacher contract who subsequently accept another part-time/full-time contract at or more than 50% of a full time contract will be eligible to enroll or change their status in medical, dental and vision plans within 31 days after accepting the full-time contract.
3. Teachers may enroll in the medical, dental and vision plan or change their enrollment status within thirty-one (31) Days following any qualifying event as generally defined by the majority insurance vendors doing business in the State of Indiana.
4. Effective January 1, 2020 new enrollees, including retirees, are not permitted in the Prime plan. If the Prime plan falls below 20% participation of the active teachers, who participate in the district's health insurance under all plan options the plan is discontinued at the beginning of the next calendar

year. If a plan is eliminated, teachers on that plan are given at least thirty (30) days to transfer to any of the other existing plans.

5. The lifetime maximum for the orthodontia benefit shall be \$5,000. The orthodontia benefit shall not have an age limitation.

#### C. Income Protection (LTD)

1. The Board shall pay all but \$1.00 per year for each teacher covered by the group insurance carrier for Income Protection Insurance coverage pursuant to the group insurance policy purchased for teachers by the Board. Such coverage shall include:
  - a. a maximum three (3) month waiting period,
  - b. at least 66 2/3% of salary to a maximum of \$45,000 up to age 65 for disability due to illness or life if disability is due to accident,
  - c. no coordination with ISTRF,
  - d. a cost of living adjustment for both full and partial disability,
  - e. the minimum requirement for active employment which shall be no more than 17.5 hours per week, and
  - f. a waiver of premium clause.
2. The premium amount is not received in lieu of enrollment in the group income protection insurance plan.

#### D. Group Life Insurance

1. Seventy-five thousand dollars (\$75,000) Term Group Life Insurance is provided for each teacher employed by the Board.

2. The Board shall pay all but \$1.00 per year of the premium for such group insurance.
3. Accidental death and/or dismemberment apply in double the face amount.
4. At age 65, the face value of basic coverage begins to reduce.
5. The premium amount is not received in lieu of enrollment in the group life insurance plan.

#### E. Short Term Disability (“STD”) Program

The Board shall make available to the teacher a short-term disability program as follows:

1. After a seven ((7))-calendar day elimination period, a teacher may apply for STD.
2. The teacher will receive 60% of base pay from STD for qualifying leaves up to a maximum benefit of \$45,000 on an annualized basis.
3. To supplement the STD benefits, a teacher who qualifies for STD may use one (1) of his/her available personal illness or personal business days per five (5) days on STD to receive an additional 20% of base salary (for a total of 80% of base salary) or two (2) such days per five (5) days on STD to receive an additional 40% of base salary (total of 100% of base salary).
4. The Board shall pay all but \$1.00 per year of the cost for the STD Program.
5. CCS will continue to pay the employer's contribution toward insured benefit premiums during the STD period.

## F. Section 125

1. The benefits provided to teachers by Section 125 of the Revenue Act of 1978 is made available to any teacher so requesting.
2. The monies set aside for Section 125 benefits will include medical, dental and vision non-reimbursed medical expenses, and any premium payment that the teacher pays for the aforementioned insurance, and dependent care.
3. The teacher will pay cost of the plan.
4. Such monies are deducted from either nineteen (19) or twenty-four (24) pays in equal amounts.
5. The plan will be available to those teachers who are receiving monthly payments from the Early Retirement Incentive Program if they so desire.
6. The plan shall provide for individual counseling of the teachers.
7. The Administrator of the plan shall have a letter of approval on file from the Internal Revenue Service.

### **Article 10: Paid Leave Days**

#### A. Personal Illness Leave Days

1. Ten (10) personal illness leave days will be granted the first year of employment with CCS. Eight (8) personal illness days are granted each year thereafter.
2. Unused personal illness leave shall accumulate. Accumulated days of personal illness leave are available for use in subsequent years.

3. "Personal illness" or "sick days" accumulated in the last Indiana school district in which the teacher taught shall be transferable to CCS at the rate of three (3) days per school year of service with CCS beginning with the second school year of employment.

4. The Superintendent or designee may require a teacher who is on personal illness leave for more than three (3) days to provide proof of the need for the leave from a healthcare provider, including but not limited to the nature of the illness and certification of the teacher's ability, or inability, to return to work.

5. Personal illness leave days are taken in half-day segments. One-half (1/2) day shall be deducted when a teacher is absent four hours or less.

6. A teacher may use a maximum of ten (10) personal illness leave days annually for family illness. In the case of a catastrophic illness of a family member, a teacher may apply to use any portion of the remainder of his/her accumulated leave. The teacher must make the request in writing to the Director of Human Resources. The letter must include the relationship and name of the relative.

(Those considered immediate family would be mother, father, brother, sister, spouse, children, grandchildren, or any relative living in the household of the teacher. The above leave shall also be granted for mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, aunt, uncle, and grandparents in the event of illness surgery, or accident. The Superintendent may require proof of the illness, surgery, or an accident for in-laws, aunts, uncles, or grandparents when he/she feels the teacher has misused the leave.)

## B. Personal Business

1. Each teacher shall be entitled to four (4) days for the transaction of personal business, civic affairs, and/or

family illness during each school year of employment without loss of compensation. No reason is required other than personal business. Neither the form nor an Administrator may request further reason.

2. If by the end of the school year a teacher has not used any of the personal business days available to him/her that year, one (1) of those days shall carry forward giving the teacher a maximum of five (5) personal business days which can be used during the following school year. In the event of retirement before usage, the carry over days will count as personal illness leave days. Any additional unused days are added to the accumulation of personal illness leave at the end of each school year.
3. Personal business leave days may be taken in half (1/2) day increments.
4. If a teacher wants to use three (3) or more personal business leave days consecutively, then the teacher must give at least two (2) weeks written notice to the Director of Human Resources.
5. Under unusual circumstances, the Superintendent may extend the maximum allowance of personal business days.

C. Professional Leave Days

A teacher may request leave for professional day(s) to attend education conferences and/or educational workshops, or to visit other schools. If a teacher requests a professional day on the proper form, the Board may, at its option, approve or deny the request.

D. Bereavement Leave

1. For a death in the immediate family, a teacher may utilize no more than five (5) contract days, which do not need to be taken consecutively. Full compensation is granted for bereavement leave days. Immediate family is

as spouse, child, parent, brother, sister, grandparent, grandchild, and each similar relationship established by marriage or any person who at the time of death had established the teacher's home as his/her permanent residence. If more than one (1) death should occur at the same time in the immediate family, the Superintendent may grant more days.

2. In the case of death of any uncle, aunt, first cousin, niece, nephew, or close friend, a teacher is entitled to one day of absence on the day of the funeral without loss of compensation. A teacher may also use one day of absence for travel to the funeral without loss of compensation.
3. In the case of a co-worker or student, arrangements to attend services are determined by the building principal in consultation with the School Corporation and with input from staff.

E. Executor/Executrix Leave

In the event that a teacher is Executor/Executrix of an estate, the teacher may utilize up to four (4) paid leave days within twelve months following the death.

F. Maternity Leave

1. A teacher who is pregnant and is determined by her doctor to be temporarily disabled, is entitled to apply for Short-Term Disability benefits and, as in other circumstances in which Short-Term Disability benefits apply, may use personal illness leave days as described above in Article 9 Section E (3) to supplement the STD benefit.
2. While any portion of leave taken by a teacher because of temporary disability caused by pregnancy may be charged to her available leave days in half-day increments, a teacher will be required to provide proof of this disability after six (6) weeks following the birth of her child

3. In the case of a medical emergency caused by pregnancy, the teacher is granted a leave immediately upon her request.
4. The teacher will provide certification of the emergency by an attending physician upon request from the Superintendent or designee.

G. Adoption Leave

When a teacher adopts a child, before or after the adoption s/he may utilize up to thirty (30) of his/her leave days for adoption-related activities. Two married employees of the Board will be limited to a total of forty (40) leave days per couple.

H. Foster Placement Leaves

After using all available personal business days, a teacher may appeal to the Director of Human Resources for the use of up to five (5) days annually for Foster Placement issues. If approved, these days are deducted from the teacher's sick leave balance.

I. Legal Circumstances Leave

1. Court leave with pay is granted to teachers for the time necessary to make subpoenaed appearance(s) in any court proceeding resulting from activities relating to the teacher's employment with the School Corporation.
2. A teacher may serve as a member of a jury in response to a summons for jury duty. A teacher so serving shall pay all jury earnings to the School Corporation within ten (10) Days after being paid for jury service. Parking fees, room, meals and any school-approved mileage are deducted from these earnings upon the filing of a signed statement of actual expense.
3. A teacher subpoenaed to give testimony before a judicial or governmental administrative tribunal (except to give testimony for an alleged personal violation of the law or

when named a party to a lawsuit neither of which is related to the teacher's professional responsibilities) shall receive compensation as in Section H (2) above upon showing evidence of performance.

J. Other Leave Circumstances

1. Absence of a teacher due to injury and/or disability resulting from an assault and/or battery by an individual shall not be charged against the teacher's leave if the teacher was properly discharging his/her duties for the School Corporation at the time of the assault and/or battery. Also, if the assault and or battery was a result of the victim's status as a teacher the leave will not be charged against the teacher's leave. During the period of absence, the teacher's salary and benefits shall continue in full to a maximum of ninety (90) days without reduction in accumulated personal leave days. If Workers' Compensation benefits are paid during the 90-day period, the teacher shall return that portion of the benefits allotted for salary.
2. A teacher who is absent from work due to an illness or injury which is covered by Worker's Compensation shall receive full compensation and benefits for a maximum of 90 days without reduction in accumulated personal leave days. As the teacher begins receiving Workers' Compensation, the teacher shall return that portion of the benefits allotted for salary.

**Article 11: Carmel Clay Retirement Program**

A. Buy Out of Retirement Compensation

1. This Section A applies only to teachers employed or on an approved leave in the 2002/2003 school year, and only to teachers who will be at least fifty-four years old and will attain their earliest retirement date with unreduced benefits under ISTRF on or before June 30, 2018. Teachers must submit a letter of resignation to the

Superintendent or his/her designee, not later than 60 calendar days prior to the date of retirement. The Superintendent may waive this requirement.

2. The present value of each eligible teacher's retirement compensation as of June 30, 2003 was calculated using assumptions set forth below based on (i) actual sick leave as of June 30, 2003 plus projected sick leave to earliest retirement date, and in no event more than 130 days; (ii) projected years of service with Carmel Clay Schools at earliest retirement date; (iii) earliest retirement will be after meeting all of the following (a) completion of 15 or more years of ISTRF service; (b) employment in a certificated position with Carmel Clay Schools for the complete 10 consecutive years preceding retirement; and (c) eligible for ISTRF retirement, which is the earlier of at least age 65 plus at least 10 years of service, at least 60 plus at least 15 years of service, or at least age 55 with age plus years of service equal to at least 85. This notwithstanding, a teacher whose buyout percentage for accumulated sick leave would have increased under the prior plan by June 30, 2004, did receive additional buyout funds to account for the higher percentage of accumulated sick leave, if the teacher was still employed by the Board as a teacher through the 2003-2004.
3. The present value amount was deposited into a 401(a) plan account for the given teacher. Calculations to determine the present value amount assumed (a) that the sick leave days were bought out at the given teacher's per diem rate at retirement reflective of 3% annual growth in salary; (b) that the account earned an annual rate of return of 7%; (c) that the value did not include the equivalent of the employer's FICA contribution but did include the equivalent of the employee's FICA contribution as each would have applied if the value were not paid into a tax deferred plan account; and (d) that the value did not include the equivalent of the employer's and employee's ISTRF contributions as each would have applied if the value were not paid into a tax deferred plan

account; and (e) such other terms as the parties might subsequently agree in writing were to apply.

4. Heretofore, all teachers who were affected by the buyout shall retain accumulated sick leave in excess of the number of days bought out, if any, and all teachers will continue to accrue sick leave in accordance with sick leave provisions in this Contract. Only in the event a teacher exhausts all of his/her accumulated sick leave and personal leave and needs additional sick leave, will he/she be able to use his/her bought out sick leave days.
5. The given teacher's 401(a) account shall vest once the teacher has met all of the following: (a) completion of 15 or more years of ISTRF service, (b) employment at Carmel Clay Schools in a certificated position for the complete 10 consecutive years preceding retirement, and (c) attainment of age 50. A teacher's bought out sick leave days will be restored in the event the teacher separates from employment prior to meeting all the vesting requirements and, thus, forfeits his/her claim to his/her 401(a) account.

In lieu of all of the above, within 60 days following this Section A taking effect, a teacher was entitled to elect in writing to the Superintendent to be considered eligible for the benefits of Section B, below.

6. The Corporation's buy out of sick leave and other benefits related to this Section A took place on December 31, 2003.
7. Funds related to this Section A that are subsequently forfeited by non-vested teachers who separate from employment with this Corporation shall be used to reduce future employer contribution.

**B. Supplemental Contributions, Part 1**

1. This Section B applies only to teachers not included in

Section A, above, employed or on approved leave of absence in the 2002-2003 school year and who will attain their earliest retirement date under TRF after June 30, 2018 but before July 1, 2023. Teachers must submit a letter of resignation to the Superintendent or his/her designee, not later than 60 calendar days prior to the date of retirement. The Superintendent may waive this requirement.

2. For each year subsequently worked at Carmel Clay Schools, each teacher covered under this Section will receive a contribution equal to 2% of his/her annual compensation into a 401(a) plan account for that teacher. Contributions are made within two weeks of the end of each payroll period. For this purpose, annual compensation will be the sum of the teacher's salary schedule pay plus any Extra Curricular pay the teacher received(s) in the year of contribution.
3. This account will vest after the teacher is employed at Carmel Clay Schools for no less than 10 years following the 2002-2003 school year.

### **C. Supplemental Contributions, Part 2**

1. This Section C applies only to teachers who attain their earliest retirement date with unreduced benefits under ISTRF after June 30, 2023 and in any event, have a hire date that falls after the 2002-2003 school year. Teacher must submit a letter of resignation to the Superintendent or his/her designee, at least 60 calendar days prior to the date of retirement. The Superintendent may waive this requirement.
2. For each year subsequently worked at Carmel Clay Schools, each teacher covered under this Section C will

receive a contribution equal to 1% of his/her annual compensation into a 401(a) plan account for that teacher. Contributions are made within two weeks of the end of each payroll period. For this purpose, annual compensation will be the sum of the teacher's salary schedule pay plus any Extra Curricular pay the teacher received(s) in the year of contribution.

3. This account will vest after the teacher is employed at Carmel Clay Schools for no less than 10 years following the 2002-2003 school year.

In the event of the death or total disability of any teacher, his/her retirement account shall be considered vested and it will be provided to the teacher's designated beneficiary as filed with the Indiana State Teachers' Retirement Fund or to the teacher's estate should there be no beneficiary.

- D.** 457 Plan – Carmel Clay Schools shall provide a salary reduction 457(b) deferred compensation plan for all interested teachers.
- E.** Any retired teacher of Carmel Clay Schools may elect to continue the District-approved Health and Dental (for those family members covered at the time of retirement) and Life Insurance Plans, to the extent allowable under the applicable insurance contract, by paying the total premium provided the following requirements are met:
1. Any retired teacher approved for continuance in the District-approved Insurance Plans shall submit proper additional payment annually or semi-annually, 10 working days in advance of the premium date, to the payroll division. Without said payment, timely filed, the privilege will be lost.
  2. Within 90 days after the teacher's retirement date, the teacher must file a written request with the employer for group insurance.
  3. The teacher must be at least 50 years of age and must

4. have acquired 15 or more years of experience and have been employed by Carmel Clay Schools for the complete preceding 10 consecutive years, as recognized by the Indiana State Teachers' Retirement Fund Board, at the time of his/her retirement.
5. The health insurance privilege ends when the teacher becomes eligible for Medicare. If a retired teacher's spouse or estate pays the amount the retired teacher would have been required to pay for coverage for those family members covered at the time of retirement, eligibility to continue insurance under this section is not affected by the death of the retired teacher. For those family members covered at the time of retirement, eligibility continues under COBRA regulations, which are in effect on the date this contract is implemented, namely:
  - a. until the spouse becomes eligible for Medicare coverage,
  - b. until 3 years after the date of the teacher's death,
  - c. until the date of the spouse's remarriage, or until eligible for other insurance coverage, and/or
  - d. until the date a covered dependent reaches the age of majority.

**F.** In the event of disability necessitating retirement, the teacher shall be eligible to participate in the District-approved Health Insurance Plan providing the following conditions have been met:

1. The teacher must be at least 50 years of age and must have acquired 15 or more years of experience and have been employed by Carmel Clay Schools for the complete preceding 10 consecutive years, as recognized by the Indiana State Teachers' Retirement Fund Board, at the time of his/her retirement.
2. A physician agreeable to the Board must verify the disability.

3. This privilege stops at the time the teacher first becomes eligible for Medicare. (The teacher must apply for Medicare at the earliest eligibility date for disabilities.)

## **Article 12: Early Retirement Incentive/VEBA Trust Account**

### A. Teacher Early Retirement Incentive Plan

1. Eligibility—To be eligible for the Early Retirement Incentive Plan, a teacher:
  - a. must have been employed with the Carmel Clay Schools as a certificated employee during the 2002-2003 school year;
  - b. must be projected, as of March 1, 2003, to reach the TRF Rule of 85 by no later than June 30, 2023;
  - c. subsequently must have been employed by Carmel Clay Schools for the complete 10 consecutive school years immediately preceding the effective date of his/her retirement;
  - d. who has the necessary years of service, may receive the Teacher Early Retirement Incentive Plan as early as the beginning of the contracted school year (July 1 – June 30) during which he/she will meet the corresponding age eligibility requirement for the Indiana State Teachers' Retirement Fund Rule of 85;
  - e. must retire within five years after becoming eligible for retirement under the Indiana State Teachers' Retirement Fund Rule of 85; and
  - f. must submit a letter of resignation to the Superintendent or his/her designee, not later than 60 calendar days prior to the date of retirement. The Superintendent may waive this requirement.

2. Benefit—A teacher meeting the eligibility requirements set forth in Section 1, above, shall be entitled to remain on the Carmel Clay Schools' Health, Vision, and Dental Insurance Plan until he/she is eligible for Medicare benefits or until the death of the teacher. The spouse of the teacher is not eligible to remain on the Plan if he/she becomes eligible for Medicare.

a. The Board shall pay 100 percent (100%) of the premiums to maintain coverage (*i.e.*, single or family) the teacher had at the time of retirement.

b. The insurance benefit ends upon death of the teacher, or when the teacher becomes eligible for Medicare. However, a retired teacher's spouse or estate may continue participation in the Corporation's insurance plan(s) subject to the following:

(1) until the spouse becomes eligible for Medicare benefits,

(2) until covered dependents reach the age of majority,

(3) the spouse pays 102% of the premium(s),

in the event the spouse was a Carmel Clay Schools teacher who qualified for the Teacher Early Retirement Incentive Plan, the Board will pay 100% of the premium until he/she is eligible for Medicare benefits or until the death of the teacher.

3. Employees who choose to retire under this Teacher Early Retirement Incentive Plan will be fully vested with these benefits regardless of any future contract negotiations.

B. VEBA Trust Account

1. By no later than August 1, 2003, the Carmel Clay Schools may establish an aggregate VEBA (Voluntary Employees' Beneficiary Association) trust account in order to provide partial or total funding for Paragraph A, (2), above.
2. By no later than August 1, 2003, the Carmel Clay Schools shall establish individual VEBA Trust Accounts for all teachers presently or subsequently employed in certificated positions and who are not eligible for the benefits provided in Paragraph A (2), above
  - a. The Carmel Clay Schools shall deposit an amount equal to 1% of each of these teacher's respective gross pay into the given teacher's Trust Account within two weeks of the end of each pay period. For this purpose, gross pay will be the sum of the teacher's salary schedule pay plus any Extra Curricular pay the teacher received(s) in the year of contribution.
  - b. Teachers will vest in this program when they have completed ten (10) consecutive years of employment with Carmel Clay Schools, with years of employment counting whether the given teacher was in a paid or unpaid status.
3. Unless otherwise agreed to between the Carmel Clay Schools Superintendent and the Carmel Teachers' Association President, the vendor of the VEBA Trust Accounts program shall be VALIC.

**Article 13: Unpaid Leaves**

- A. General Conditions Applicable to All Corporation Awarded Unpaid Leaves

1. All unpaid leaves are taken without jeopardy to re-employment, retirement, salary and accrued fringe benefits, length of service or prior place on the salary schedule.
2. While on any Corporation awarded unpaid leaves, the teacher will be given the opportunity to continue insurance coverage in the school insurance programs at his/her own expense, paying one hundred percent (100%) of the cost, except those who qualify under FMLA.
3. Non-emergency leaves are taken in increments of at least one (1) semester.
4. Confirmation of the intent to return from leave must be given, in writing, to the Director of Human Resources on or before May 1, prior to the fall semester, for which the teacher plans to return, or on or before November 1, prior to the spring semester for which the teacher plans to return. In the event that a teacher has notified the Director of Human Resources of his/her intent to return from leave prior to the full extent of leave allowed, that teacher may, because of unforeseen circumstances occurring at any time before actually returning to work, request that the leave be reinstated to the full extent of leave time allowed.
5. A teacher returning from leave will, upon request, be given his/her original position if it exists or, if it does not exist, a position comparable to the one left for which the teacher holds a valid license. Should, however, any provisions concerning reduction in force apply to such teacher on leave, this teacher will be placed in a teaching position prior to any new teacher being offered a contract in his/her area of certification.

## B. Child Rearing Leave

1. Upon written request to the Director of Human Resources, the School Corporation without pay for the purpose of child rearing will grant a teacher, male or

2. female, an unpaid leave for up to four (4) semesters during the teacher's employment.
3. This leave is not taken in conjunction with maternity/paternity/adoption leave.
4. Only one (1) employee of Carmel Clay Schools in a household will receive a Child Rearing Leave for the same period.
5. A teacher will be eligible for child rearing leave only if the teacher is the parent of the child being reared, has legal custody of the child, or the child is living in the home of the teacher.
6. For child rearing leaves in other than emergencies, such leave is taken in increments of at least an entire semester.

### C. Other Unpaid Leaves

1. The Board will grant an unpaid leave for a period of up to one (1) year to a teacher for illness or disability, eldercare, extended or family illness. The teacher may request that his/her teaching position be reduced to a part-time position with the school corporation during this leave. Upon the teacher's return from said leave, the Corporation will follow the guidelines set forth under A.5. Above.
2. The Board will grant an unpaid leave for a period of up to one year to a teacher with 3 or more consecutively signed contracts or for educational advancement, professional improvement or personal reasons which need only be presented to the Superintendent for his/her endorsement. No teacher will be granted more than one (1) Personal leave (for reasons other than those covered in C.1 above) during any five (5) year period and the personal leave is not taken in conjunction with a maternity leave unless approved by the Superintendent.

3. The following conditions shall apply to unpaid leaves:
  - a. A teacher's request for such leave is filed with the Superintendent or his/her designee at least thirty (30) days prior to the beginning of the period for which such leave is requested unless the leave is for illness, or disability, or extended family illness.
  - b. For leaves requested based on illness or disability, or extended family illness, the Superintendent may require proof of illness.
4. A teacher who runs for elective office will be granted an unpaid leave for the period of campaigning and if elected, the term of office, if in the opinion of the Superintendent the campaigning and/or holding of such office interferes with the performance of teaching responsibilities. If the teacher disputes the Superintendent's determination in this regard, the teacher may petition the Board of School Trustees for reconsideration. The teacher must notify the Superintendent or his/her designee at least thirty (30) days prior to the commencement of such leave, and the teacher's return from such leave must coincide with the start of a semester.

#### D. Unpaid Maternity/Adoption Leave

1. When a teacher's child is born, the teacher shall be entitled to an unpaid leave of absence for the remainder of the semester in which the birth occurs and for no longer than two (2) semesters thereafter provided (a) a written request has been submitted to the Superintendent or designee at least thirty (30) days prior to the anticipated commencement of such leave; (b) the notice indicates the expected date of return from leave; and (c) only one spouse of two married employees of the Board may take this leave at any one time.

2. A teacher who adopts a child shall be entitled to an unpaid leave of absence for the remainder of the semester in which the adoption occurs and for no longer than two (2) semesters thereafter provided (a) a written request has been submitted to the Superintendent or designee as soon as possible following the teacher having learned the date the adoption is to occur; (b) the notice indicates the expected date of return from leave; and (c) only one spouse of two married employees of the Board may take this unpaid leave at any one time.

**Article 14: Effective Date and Term of Agreement**

This contract shall be effective on July 1, 2019, and shall continue in effect until June 30, 2021.

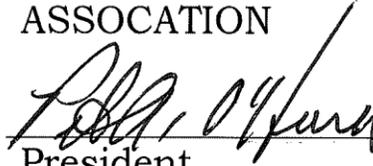
In WITNESS whereof, the parties hereto have duly executed this Contract this 7<sup>th</sup> day of October, 2019.

CARMEL CLAY SCHOOLS

CARMEL TEACHERS  
ASSOCIATION

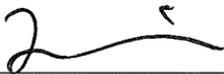


\_\_\_\_\_  
President

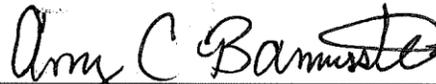


\_\_\_\_\_  
President

Attest by:



\_\_\_\_\_  
Secretary



\_\_\_\_\_  
Secretary

## APPENDIX A – Teacher Salary Schedule

\* Adjustments to the salary ranges are awarded to eligible teachers based on earning an Effective or Highly Effective evaluation the prior year.

Any teacher rated Ineffective or Improvement Necessary in the prior year remains at his/her prior year salary, is not moved on salary schedules, and does not receive additional base salary increases as a result of adjustments to the range. If such a teacher is rated Effective or Highly Effective in a subsequent year, the teacher will receive the increase(s) for that year but not for the previous year for which the teacher's evaluation rating prevented a salary increase.

This model and all compensation under this Agreement must be implemented consistent with all applicable legal requirements, including identification and weighting of the statutory factors.

Salary increases under this compensation model shall be determined by evaluation rating of effective or highly effective, which will result in movement on the schedule to the next row down unless the teacher has reached the highest salary for that column, in which case the teacher remains in the same column and row.

A teacher who obtains the necessary content area credit hours and/or degrees beyond the requirements for employment will move one column to the right. However, a teacher may only move one column for any contract/school year regardless of degrees/credits earned in that year. This limitation does not prohibit a teacher from moving additional columns in future years if the teacher is otherwise eligible to move multiple columns.

Teachers who do not receive an effective or highly effective rating for the previous school year will not move on the salary schedule or receive any compensation increase.

\* The salary range is \$37,545-\$82,297 without TRF contributions and prior to any increases negotiated under this agreement.

## Teacher Salary Schedule for 2019-2020

Teachers who obtain enough content area credit hours and/or degrees to move to a different lane (BS+15, BS+30, MS, MS+15, MS+30, Doctorate) and who notify the Director of Human Resources of such by August 1, 2019, will be paid in 2019-20 according to the schedule below. However, a teacher may only move one column for any contract/school year regardless of degrees/credits earned in that year. This limitation does not prohibit a teacher from moving additional columns in future years if the teacher is otherwise eligible to move multiple columns.

	1	2	3	4	5	6	7
	B.S.	B.S.+15	B.S.+30	M.S.	M.S.+15	M.S.+30	Doctorate
A	39,047	40,293	41,598	42,898	44,761	46,613	48,467
B	41,109	42,355	43,660	44,960	46,823	48,675	50,529
C	43,171	44,417	45,723	47,023	48,885	50,737	52,592
D	45,234	46,480	47,785	49,085	50,948	52,800	54,654
E	47,296	48,542	49,847	51,147	53,010	54,862	56,716
F	49,358	50,604	51,910	53,210	55,072	56,924	58,779
G	51,421	52,667	53,972	55,272	57,134	58,987	60,841
H	53,483	54,729	56,034	57,334	59,197	61,049	62,903
I	55,545	56,791	58,096	59,396	61,259	63,111	64,966
J	57,608	58,854	60,159	61,459	63,321	65,174	67,028
K	59,670	60,916	62,221	63,521	65,384	67,236	69,090
L	61,732	62,978	64,283	65,583	67,446	69,298	71,153
M	63,795	65,041	66,346	67,646	69,508	71,361	73,215
N	65,857	67,103	68,408	69,708	71,571	73,423	75,277
O	67,919	69,165	70,470	71,770	73,633	75,485	77,340
P	69,982	71,228	72,533	73,833	75,695	77,548	79,402
Q		73,290	74,595	75,895	77,758	79,610	81,464
R			76,657	77,957	79,820	81,672	83,527
S				80,020	81,882	83,735	85,589

## Teacher Salary Schedule for 2020-2021

Teachers who obtain enough content area credit hours and/or degrees to move to a different lane (BS+15, BS+30, MS, MS+15, MS+30, Doctorate) and who notify the Director of Human Resources of such by August 1, 2019, will be paid in 2019-20 according to the schedule below. However, a teacher may only move one column for any contract/school year regardless of degrees/credits earned in that year. This limitation does not prohibit a teacher from moving additional columns in future years if the teacher is otherwise eligible to move multiple columns.

	1	2	3	4	5	6	7
	B.S.	B.S.+15	B.S.+30	M.S.	M.S.+15	M.S.+30	Doctorate
A	39,828	41,099	42,430	43,756	45,656	47,545	49,436
B	41,931	43,202	44,533	45,859	47,759	49,649	51,540
C	44,034	45,305	46,637	47,963	49,863	51,752	53,644
D	46,139	47,410	48,741	50,067	51,967	53,856	55,747
E	48,242	49,513	50,844	52,170	54,070	55,959	57,850
F	50,345	51,616	52,948	54,274	56,173	58,062	59,955
G	52,449	53,720	55,051	56,377	58,277	60,167	62,058
H	54,553	55,824	57,155	58,481	60,381	62,270	64,161
I	56,656	57,927	59,258	60,584	62,484	64,373	66,265
J	58,760	60,031	61,362	62,688	64,587	66,477	68,369
K	60,863	62,134	63,465	64,791	66,692	68,581	70,472
L	62,967	64,238	65,569	66,895	68,795	70,684	72,576
M	65,071	66,342	67,673	68,999	70,898	72,788	74,679
N	67,174	68,445	69,776	71,102	73,002	74,891	76,783
O	69,277	70,548	71,879	73,205	75,106	76,995	78,887
P	71,382	72,653	73,984	75,310	77,209	79,099	80,990
Q		74,756	76,087	77,413	79,313	81,202	83,093
R			78,190	79,516	81,416	83,305	85,198
S				81,620	83,520	85,410	87,301

**APPENDIX B - ECA Schedules**

<b>Index Based on Beginning Teacher's Salary (BS/A)</b>					
<b>Level</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
10	10.00%	11.25%	12.50%	13.75%	15.00%
9	9.00%	10.13%	11.25%	12.38%	13.50%
8	8.00%	9.00%	10.00%	11.00%	12.00%
7	7.00%	7.88%	8.75%	9.63%	10.50%
6	6.00%	6.75%	7.50%	8.25%	9.00%
5	5.00%	5.63%	6.25%	6.88%	7.50%
4	4.00%	4.50%	5.00%	5.50%	6.00%
3	3.00%	3.38%	3.75%	4.13%	4.50%
2	2.00%	2.25%	2.50%	2.75%	3.00%
1	1.00%	1.13%	1.25%	1.38%	1.50%

## 2019-20 Organizational Positions

**Level 10** (none)

**Level 9** (none)

**Level 8**

High School Technology Coordinator

Summer TV

Summer Radio

**Level 7** (none)

**Level 6**

Middle School Technology Coordinator

**Level 5**

High School Assistant Auditorium Director

High School Planetarium Director

Middle School Auditorium Director

**Level 4**

High School Bus Supervision

Middle School Bus Supervision

Elementary Technology Coordinator

**Level 3**

Elementary Language Arts Lead Teacher

**Level 2**

Elementary Mathematics Lead Teacher

Elementary Science Lead Teacher

Elementary Social Studies Lead Teacher

Freshman Center House Leader

Middle School Team Leader

Remediation Coordinator

Middle School Electronic Gradebook

Coordinator/Webmaster

**Level 1**

Elementary Electronic Gradebook

Coordinator/Webmaster

## 2019-20 Co-Curricular Positions

### Level 10 (none)

### Level 9 (none)

### Level 8

High School Band Director  
High School Choir Director  
High School Orchestra Director  
High School TV Director  
HS Radio Director

### Level 7 (none)

### Level 6

High School Head Debate  
High School Head Speech  
High School Assistant Band Director  
High School Assistant Choir Director  
High School Assistant Orchestra  
High School Spring Musical Producer  
High School Spring Musical Technical Director  
High School Newspaper  
High School Yearbook  
High School TechHounds Sponsor  
High School DECA Sponsor  
High School House of Representatives

### Level 5

High School Dance Team (fall)  
High School Dance Team (winter)  
High School Student Senate

### Level 4

High School Thespian Sponsor  
High School Assistant DECA Sponsor  
High School Assistant Debate

High School Assistant Speech Sponsor  
High School Honor Society Sponsor

High School Assistant TechHounds Sponsor

### Level 3

High School Spring Musical/Music Director  
High School Spring Musical/Orchestra Conductor  
High School Drama, Fall Production  
High School Drama, Winter Production  
High School Assistant Honor Society Sponsor  
High School Assistant Thespian Sponsor

High School Prom Sponsor & Class Fundraiser Sponsor  
High School Key Club  
High School Lifelines  
High School Academic Competition Sponsor  
(Science Olympiad, Academic  
Superbowl, Mock Trial, Economics Club)\*  
Middle School Musical/Drama Production

### Level 2

High School Assistant Radio  
High School Assistant TV  
High School Principal's Assignments  
High School Assistant Academic  
Competition Sponsor  
High School Assistant Key Club

High School Class Sponsor  
Middle School Student Government  
Middle School Principal's Assignments  
Middle School Assistant Production  
Middle School Band  
Middle School Academic Competition Sponsor  
Middle School Choir  
Middle School Orchestra  
Elementary Principals' Assignments  
Elementary Choir  
Elementary Student Broadcast  
Elementary Student Government

### Level 1

Elementary Academic Competition Sponsor

## 2019-20 Athletic Positions

### Level 10

High School Head Baseball  
High School Head Cross Country  
High School Head Fall/Competition Cheerleading  
High School Head Golf

High School Head Soccer  
High School Head Softball  
High School Head Swimming  
High School Head Tennis  
High School Head Track  
High School Head Volleyball  
High School Head Wrestling  
High School Lacrosse

### Level 9

High School Assistant Football  
High School Assistant Basketball

### Level 8 (none)

### Level 7 (none)

### Level 6

High School Assistant Baseball  
High School Assistant Cross Country  
High School Assistant Golf

High School Assistant Soccer  
High School Assistant Softball  
High School Assistant Swimming  
High School Assistant Tennis  
High School Assistant Track  
High School Assistant Volleyball  
High School Assistant Wrestling  
High School Assistant Lacrosse  
9th Grade Head Baseball  
9th Grade Head Basketball  
9th Grade Head Football  
9th Grade Head Soccer  
9th Grade Head Softball  
9th Grade Head Tennis  
9th Grade Head Volleyball  
High School Head Winter Cheerleading

### Level 5

High School Head Intramurals  
  
9th Grade Assistant Baseball  
9th Grade Assistant Basketball  
9th Grade Assistant Football  
9th Grade Assistant Softball  
Middle School Head Baseball  
Middle School Head Basketball  
Middle School Head Cross Country  
Middle School Head Football  
Middle School Head Softball

Middle School Head Tennis  
Middle School Head Track  
Middle School Head Volleyball  
Middle School Head Wrestling  
High School Assistant Cheerleading

### Level 4

High School Assistant Intramurals

Middle School Assistant Baseball  
Middle School Assistant Basketball  
Middle School Assistant Cross Country  
Middle School Assistant Football  
Middle School Assistant Softball  
Middle School Assistant Tennis  
Middle School Assistant Track  
Middle School Assistant Wrestling

### Level 3

Middle School Fall Cheerleading  
  
Middle School Winter Cheerleading  
Middle School Intramurals

### Level 2

Middle School Assistant Cheerleading  
(winter only)  
Middle School Assistant Intramurals

### Level 1 (none)

## 2020-21 Organizational Positions

**Level 10** (none)

**Level 9** (none)

**Level 8**

High School Technology Coordinator  
Summer TV

Summer Radio

**Level 7** (none)

**Level 6**

Middle School Technology Coordinator

**Level 5**

High School Assistant Auditorium Director  
High School Planetarium Director  
Middle School Auditorium Director

**Level 4**

High School Bus Supervision  
Middle School Bus Supervision  
Elementary Technology Coordinator

**Level 3** (none)

**Level 2**

Elementary Lead Teacher  
Freshman Center House Leader  
Middle School Team Leader  
Remediation Coordinator  
Middle School Electronic Gradebook  
Coordinator/Webmaster

**Level 1**

Elementary Electronic Gradebook  
Coordinator/Webmaster

## 2020-21 Co-Curricular Positions

### Level 10 (none)

### Level 9 (none)

### Level 8

High School Band Director  
High School Choir Director  
High School Orchestra Director  
High School TV Director  
HS Radio Director

### Level 7 (none)

### Level 6

High School Assistant Band Director  
High School Assistant Choir Director  
High School Assistant Orchestra  
High School Spring Musical Producer  
  
High School DECA Sponsor  
High School House of Representatives  
High School Spring Musical Technical Director

High School Newspaper  
High School Yearbook  
High School TechHounds Sponsor

### Level 5

High School Dance Team (fall)  
High School Dance Team (winter)  
High School Student Senate

### Level 4

High School Thespian Sponsor  
High School Assistant DECA Sponsor

High School Honor Society Sponsor

High School Assistant TechHounds Sponsor

### Level 3

High School Spring Musical/Music Director  
High School Spring Musical/Orchestra Conductor  
High School Drama, Fall Production  
High School Drama, Winter Production  
High School Assistant Honor Society Sponsor  
High School Assistant Thespian Sponsor  
High School Head Debate  
High School Head Speech

High School Key Club  
High School Lifelines  
High School Academic Competition Sponsor  
(Science Olympiad, Academic  
Superbowl, Mock Trial, Economics Club)\*  
Middle School Musical/Drama Production

### Level 2

High School Assistant Radio  
High School Assistant TV  
High School Principal's Assignments  
High School Assistant Academic  
Competition Sponsor  
High School Prom Sponsor & Class Fundraiser Sponsor  
High School Assistant Debate  
High School Assistant Speech Sponsor

High School Assistant Key Club

High School Class Sponsor  
Middle School Student Government  
Middle School Principal's Assignments  
Middle School Assistant Production  
Middle School Band  
Middle School Academic Competition Sponsor  
Middle School Choir  
Middle School Orchestra  
Elementary Principals' Assignments  
Elementary Choir  
Elementary Student Broadcast  
Elementary Student Government

### Level 1

Elementary Academic Competition Sponsor

## 2020-21 Athletic Positions

### Level 10

High School Head Baseball  
High School Head Cross Country  
High School Head Fall/Competition Cheerleading  
High School Head Golf

High School Head Soccer  
High School Head Softball  
High School Head Swimming  
High School Head Tennis  
High School Head Track  
High School Head Volleyball  
High School Head Wrestling  
High School Lacrosse

### Level 9

High School Assistant Football  
High School Assistant Basketball

### Level 8 (none)

### Level 7 (none)

### Level 6

High School Assistant Baseball  
High School Assistant Cross Country  
High School Assistant Golf

High School Assistant Soccer  
High School Assistant Softball  
High School Assistant Swimming  
High School Assistant Tennis  
High School Assistant Track  
High School Assistant Volleyball  
High School Assistant Wrestling  
High School Assistant Lacrosse  
9th Grade Head Baseball  
9th Grade Head Basketball  
9th Grade Head Football  
9th Grade Head Soccer  
9th Grade Head Softball  
9th Grade Head Tennis  
9th Grade Head Volleyball  
High School Head Winter Cheerleading

### Level 5

High School Head Intramurals  
  
9th Grade Assistant Baseball  
9th Grade Assistant Basketball  
9th Grade Assistant Football  
9th Grade Assistant Softball  
Middle School Head Baseball  
Middle School Head Basketball  
Middle School Head Cross Country  
Middle School Head Football  
Middle School Head Softball

Middle School Head Tennis  
Middle School Head Track  
Middle School Head Volleyball  
Middle School Head Wrestling  
High School Assistant Cheerleading

### Level 4

High School Assistant Intramurals

Middle School Assistant Baseball  
Middle School Assistant Basketball  
Middle School Assistant Cross Country  
Middle School Assistant Football  
Middle School Assistant Softball  
Middle School Assistant Tennis  
Middle School Assistant Track  
Middle School Assistant Wrestling

### Level 3

Middle School Fall Cheerleading  
  
Middle School Winter Cheerleading  
Middle School Intramurals

### Level 2

Middle School Assistant Cheerleading  
(winter only)  
Middle School Assistant Intramurals

### Level 1 (none)

**WAGE PAYMENT AGREEMENT**

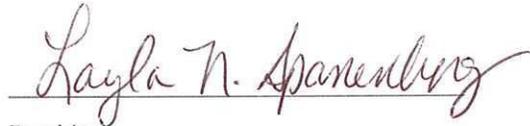
Pursuant to IC 20-26-5-32.2 Carmel Clay Schools (“CCS”) and the Carmel Teachers’ Association (“CTA”) agree as follows regarding the pay periods for teachers as represented by the CTA:

1. The number of pay periods shall be twenty-six (26) or twenty-one (21) per year as selected by the teacher.
2. Teachers will remain on their selected pay period unless they request a change in writing to the Director of Human Resources prior to August 1. No changes will be made during a contract year.
3. CCS agrees this Agreement will not be construed as a waiver of any claim by CTA that a wage payment agreement may be included in a collective bargaining agreement.
4. This agreement remains in effect unless revoked by either party. Notice of revocation will be effective thirty (30) days after the notice of revocation is delivered to the non-revoking party.

Signed with an effective date of July 24, 2017.

CARMEL CLAY SCHOOLS

CARMEL TEACHERS’ ASSOCIATION



President

Board of School Trustees



President

Carmel Teachers’ Association



Secretary

Board of School Trustees