

Master Contract for Certified Employees

by agreement between

The Board of School Trustees of
Whitley County Consolidated Schools

and

The Whitley County Teachers Association

Effective

July 1, 2019

to

June 30, 2021

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AGREEMENT BETWEEN WHITLEY COUNTY CONSOLIDATED SCHOOL
BOARD AND WHITLEY COUNTY TEACHERS ASSOCIATION
July 1, 2019 – June 30, 2021

I. RECOGNITION

The Board of School Trustees of Whitley County Consolidated Schools, hereinafter referred to as BOARD, hereby recognizes the Whitley County Teachers Association, hereinafter referred to as WCTA, as the exclusive representative of the certified employees, hereinafter referred to as TEACHERS, of the following bargaining unit.

The bargaining unit of the Whitley County Teachers Association exclusive representative and Whitley County Consolidated Schools school employer is the following:

All full time and part time certified employees of Whitley County Consolidated Schools except the superintendent, other central office employees, principals, assistant principals, athletic directors, head varsity football coach, head varsity girls' basketball coach, head varsity boys' basketball coach, and other employees who are considered supervisors or confidential employees as defined by IC 20-7.5-1.

II. WAGES AND SALARIES

A. Compensation Plan

1. Salary Range for 2019-2020

At the beginning of the 2019-2020 school year, the salaries of full time teachers were between \$34,019 to \$65,068.

2. Base Salary Increases

a. General Eligibility

Teachers rated ineffective or improvement necessary in prior school year are not eligible for any salary increase in the current year.

Teachers rated ineffective or improvement necessary in the prior year remain at their prior year salary, are NOT placed on to a new salary schedule and do not advance on the current salary schedule.

Teachers in their first two full school years of instructing students who receive an evaluation rating of improvement necessary are eligible for a salary increase.

To be eligible for a salary increase in the current year, a teacher must have been employed by the school corporation for at least 120 days in the prior school year and received an evaluation rating of highly effective or effective in that year.

b. Factors and Definitions

Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.

Possession of a Content Area Master’s Degree – The teacher earned a content area Master’s degree as defined by the Indiana Department of Education after January 1, 2018 as approved by the Superintendent of Schools.

It shall be the responsibility of each teacher to inform the superintendent in writing of a change in degree status by May 1 prior to the school year when the change will affect placement on the salary schedule. It shall be the further responsibility of each teacher to ensure that university officials forward official verification of successfully completed course work to justify the change in placement on the salary schedule to the central office before August 1 of the school year in which the change in placement is to be effected. Changes in placement on the salary schedule will not be made without timely receipt of said verification.

Academic needs of students – the necessity to retain teachers who received an effective or highly effective rating for the prior year.

c. Increases Resulting from Transitioning to a New Salary Schedule

Due to the academic needs of students, teachers who satisfy the evaluation factor will be transitioned to a new salary schedule. The new salary schedule is organized with a Bachelor (BA/BS) and a Master column (MA/MS). The salaries in each column are arranged in Rows. The Bachelor column has 12 rows and the Master column has 22 rows.

In transitioning to the new schedule, teachers who satisfy the evaluation factor will be placed in the same row and column as in the former salary schedule. However, due to the factor, academic needs of students, base salary amount will be increased on each row in each column.

In moving from the former salary schedule to the new salary schedule, salary increases are unequal. A one-time stipend will be provided to equalize increases for each teacher. The total of stipend and salary will equal \$3,458 for each teacher.

Once the new salary schedule is established for the 2019-2020 school year, the Distribution Model for Compensation will be utilized in the 2020-2021 school year.

The salary increase becomes effective upon contract ratification. Salary increases are for the current contract period.

- d. Distribution Model for Compensation – Advancing on the Salary Schedule (See Salary Range and Schedule Attached as Appendix A)

A teacher in the Bachelor's column who satisfies the evaluation rating but does not possess a content area Master's degree will advance a row in the Bachelor's column.

A teacher in the Master's column who satisfies the evaluation rating will advance a row in the Master's column.

A teacher in the Bachelor's column who satisfies the evaluation rating and is in the first year of possessing a content area Master's will advance to the Master's column, but remain in the same row.

The Bachelor column has 14 rows and the Master column has 24 rows.

A teacher who is in the top row of the BA/BS or MA/MS will not receive an increase to his or her base salary.

For the 2020-2021 school year, the increase for advancing a row in either column is \$1,300.

The increase for advancing a column but staying in the same row is \$1,300. \$700 is for the first year of possessing a content area Master's degree. (Education equals 35% the increase.)

e. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective.

The redistribution will be in the form of a stipend that will be paid at the end of the school year.

3. Hiring of New Certified Staff

- a. The initial salary of a candidate for employment shall be established by agreement between the candidate, the superintendent, or the superintendent's designee prior to employment for the candidate. The placement must be in the salary range of \$36,000 to \$69,200. Once established, the initial salary shall form the basis for future salary increases using the district's Distribution Model for Compensation. The superintendent has the authority to determine the entry step of pay for new teachers using the following criteria:

A new teacher may begin at the first row of the pay range.

The salary of a new teacher with documented previous public school experience may be commensurate in experience and education on the Distribution Model for Compensation unless otherwise negotiated at a lower salary and approved by both parties.

To hire a new teacher in a high need area, the superintendent has the flexibility to offer a higher salary on the Distribution Model for which he/she may qualify. High need includes, but is not limited to, areas with limited applicants and/or areas which require a high level of training and expertise.

B. A Stipend for Additional Coursework to Meet State Requirements

Teachers completing coursework required for “high need” areas as preapproved by the superintendent or designee will receive a one-time stipend of \$500. This stipend only applies if the teacher is not compensated by the school district in any other way. Stipends are provided outside of the compensation plan.

C. Less than Full-Time Compensation

Certified employees who are contracted on a less than full time basis will receive compensation, benefits, and leaves on a pro-rated basis with the numerator of the fraction being the number of minutes the part time teacher is contracted for and the denominator being 450 minutes.

D. Salary Payments

Regular contract salaries for teachers will be paid in twenty-six (26) approximately equal payments at two (2) week intervals.

E. Professional Growth Compensation

The compensation for Professional Growth Credit falls under IC 2-28-9-1.5(a). Compensation attributable to additional degrees or graduate credits earned before the effective date of the local salary schedule created under this chapter and shall continue.

Until August 1, 2002 teachers were compensated for each semester hour, or group of 15 CRUs, taken after the receipt of the Bachelor’s degree plus 30 additional semester hours at the rate of .002 times the beginning Bachelor’s salary limited to a maximum of 30 hours. It is understood that one semester hour is equivalent to 15 CRUs.

Effective August 1, 2002 no additional accumulation of professional growth credit will occur. Teachers who previously qualified for Professional Growth Credit will continue to be compensated at the 2015-2016 capped amount of .002 times \$32,399 times the number of semester hours that qualify until said teacher retires or leaves the corporation.

F. Expanded Criminal History Background Checks

The school corporation agrees to pay the costs associated with obtaining an expanded criminal history background check up to \$22 for a certified employee as required by Ind. Code 20-26-5-10(i) as added by P.L. 185-2017.

III. WAGE AND COMPENSATION RELATED FRINGE BENEFITS

A. Leaves

1. Sick Leave

A teacher may be absent from work with pay on account of illness or quarantine of the teacher or a member of the teacher's immediate family for ten (10) days during the first year of employment and seven (7) days in each succeeding year. A teacher may use more than seven (7) sick leave days in any year following the first year of employment if he/she has not used all available days in previous year. Unused sick leave days will accumulate and be credited for the teacher's use in future years up to a maximum of ninety (90) days. The allotment of sick leave days for each current year will be added to each teacher's account at the beginning of each school year so that the number available may be up to ten (10) days above the specific accumulation number listed above.

In the event a teacher uses more than ten (10) sick days in any one (1) school year regardless of the number of accumulated days available to the teacher, the superintendent of schools may, at his/her sole discretion, require the teacher to submit creditable medical verification that the teacher was ill and unable to teach on the day(s) claimed for use of the teacher's prior accumulated sick days.

In future years, if on June 30th, a teacher has more than 90 days on record, the Board will purchase said excess days according to the formula explained in C. 3 entitled Teacher Retirement 401(a) Account on p. 15 of this contract.

Sick leave may not be used to extend a vacation. Sick leave is only to be used on account of illness or quarantine of the teacher or member of the teacher's immediate family.

The teacher's immediate family shall include any person who resides in the teacher's home and parents and children of the teacher, regardless of residence.

Teachers employed to teach summer school classes may be absent from work, with pay, on account of illness or quarantine for one (1) day during a twenty (20) day period or for two (2) days during a forty (40) day period of summer school employment. The use or non-use of sick leave during summer school employment shall have no effect on accumulated sick leave.

2. Personal Business Leave

Each teacher may have three (3) days each year with pay for the transaction of personal business or the conduct of personal or civic affairs. The teacher shall submit to the superintendent a written statement describing the reason and necessity for the absence.

Credit equal to the amount of unused personal business leave days remaining on June 30 will be added to the teacher's accumulated sick leave balance.

3. Jury Duty

Any school employee selected to serve as a juror shall be allowed to fulfill that obligation without loss of pay or use of any available leave days.

However, the employee is required to provide the corporation with a statement of the amount of pay received for jury service and said amount will be deducted from the employee's regular pay. Any travel expense paid to the employee for jury service shall belong to the employee and will not be deducted from the employee's pay.

4. Court Appearance

A teacher will receive the necessary time to make required appearances in court proceedings resulting from good faith activities relating to the teacher's assignment with the corporation. Teachers subpoenaed or summoned to appear in court for other matters will be permitted to use personal business days or choose a pay loss for time missed due to such proceedings. Such personal business days or pay losses shall not be used in less than half-day units.

5. Bereavement Leave

A teacher may be absent from work with pay up to five (5) working days because of a death in the teacher's immediate family. The teacher's immediate family shall include the teacher's spouse, children, sisters, brothers, parents, parents-in-law, grandparents and grandchildren.

A teacher may be absent from work with pay up to three (3) working days because of the death of the teacher's daughter-in-law, son-in-law, sister-in-law, brother-in-law, or any other person living in the teacher's residence.

A teacher may be absent from work with pay for one (1) day per year because of the death of a close friend or relative not included in the above paragraphs.

The superintendent will have the discretion to review special circumstances and grant additional days when he/she deems appropriate.

6. Parental Leave

A teacher may request an unpaid parent leave of absence to begin at any time between the commencement of pregnancy and one (1) year following the birth of a child during a period of one (1) year from the date of judicially placed or adopted child less than five (5) years in age is physically placed in the care of the teacher.

Parental leaves of absence will be governed by the following guidelines:

- a. Parental leaves shall be for a period of time not longer than one (1) year.
- b. A request for parental leave must contain the expected beginning and ending dates of the leave.
- c. A request for parent leave must be filed in writing with the superintendent at least thirty (30) days before the date the leave is to begin.

The thirty (30) day notice requirement will be waived upon receipt of certification from an attending physician that a medical emergency caused by the pregnancy exists.

In cases involving adoption or judicial placement, the thirty (30) day notice requirement may be waived provided notice of the intent to request parent leave because of adoption or judicial placement of a child was filed in writing with the superintendent at the time application for adoption was filed or knowledge of probable placement was received.

- d. All or any part of a parental leave taken by a teacher because of temporary disability caused by pregnancy may be charged, at her discretion to her available leave days provided the attending physician certifies that she is unable to perform her regular teaching duties.
- e. Judicial placement shall refer to court ordered guardianship.
- f. Board Policy 3430.01 Family and Medical Leaves of Absence (FMLA) provides direction for leaves.

7. Special Leave

The President of WCTA and/or his/her designee, with the approval of the superintendent or his/her designee, shall be allowed to promote educational interests at activities of the Indiana General Assembly and to visit schools to investigate working conditions, employee complaints, problems, or for other purposes relating to WCTA affairs without loss of pay or other benefits.

8. Other Leaves

Other leaves, without pay, may be granted by the Board. Such leaves will be administered in accordance with applicable laws and regulations.

9. Sick Leave Bank

A voluntary sick leave bank shall be maintained for the personal benefit of all teachers who elect to join. The sick leave bank will be regulated by the following conditions and procedures.

- a. The annual enrollment period for new membership in the bank shall close on the twentieth (20th) teacher contract day of each school year. Teachers desiring to voluntarily join the bank may do so during this time frame by submitting written authorization of such to the central office. Teachers employed after the annual enrollment period has closed may join the bank by submitting written authorization of such to the central office no later than the twentieth (20th) contract day of their employment.
- b. Teachers desiring to have membership in the bank must donate one (1) of their individual personal leave days to the bank each year for five (5) years. To continue membership thereafter, members must donate one (1) day of individual sick leave to the bank each year unless the beginning balance of days in the bank is one thousand (1,000) or more days. Said beginning balance shall be determined after new membership donations have been credited to the bank.
- c. If, at any point in time, the balance of days in the bank is reduced to one hundred (100) days or less, each member of the bank will automatically be assessed one (1) day of personal leave to replenish the bank, unless the member indicates in writing a desire to terminate membership. Written notice of the need to replenish the bank will be given to all members prior to the assessment being effected. Members desiring to terminate membership must so inform the central office in writing within five (5) days after receipt of said notice.

- d. A teacher will be considered to be a current member of the sick leave bank if the teacher made a donation of one of the teacher's personal sick leave days at the beginning of the current year or if the teacher has fulfilled the donation requirements set forth in items 2 and 3 above and has not subsequently given notice of the desire to terminate membership.
- e. Membership in the sick leave bank shall be automatically continued from one school year to the next, unless the member indicates in writing his/her election to withdraw from the bank. Such notice of withdrawal must be delivered to the central office during the annual enrollment period or in accordance with the provisions of item 3 above. Once a member has withdrawn, he/she must follow the procedures for enrollment of new members in order to reestablish membership.
- f. All sick leave days donated to the bank lose their identity and are considered a permanent contribution. They are not transferable in any sense.
- g. A current member of the bank may request a grant from the bank only after all of said member's accumulated sick leave and personal business leave days have been used. The requesting member must otherwise be eligible for sick leave with pay and must not be receiving any pay from the corporation or through any benefit program provided by the corporation.
- h. An application for a grant must be made in writing to the Leave Bank Committee and must include a physician's certificate stating the nature and estimated length of disability. The application must be submitted by the member or a personal representative in cases where the member is unable to do so. The application shall be submitted to the Benefits Coordinator who shall contact the Committee chairperson as soon as possible.
- i. The following situations do not qualify for grants of sick leave bank days: routine non-emergency medical appointments, and child care issues.
- j. The Sick Leave Bank Committee reserves the right to deny an applicant's request due to excessive use of sick leave bank days.

- k. In each building of the corporation, the WCTA will select a representative to serve on the Sick Leave Bank Committee. Committee representatives will be selected each year, but an individual may serve on the Committee an unrestricted number of years.
- l. The Committee has the right and responsibility to award, deny, or suspend the granting of sick leave days from the bank. The Committee chairperson shall inform the central office immediately of any decisions made in regard to utilization of the Sick Leave bank. However, this corporation shall retain the right to withhold payments for leave days granted herein if it is determined that a grantee is not eligible as provided in item 1 above.

10. Leave if School Canceled

No teacher will be required to use a day of leave provided by this contract when school is cancelled for more than fifty percent (50%) of a regularly scheduled contract day.

B. Insurance Benefits

1. Medical Insurance

The corporation shall provide the following maximum amounts toward the premium cost of medical insurance for each teacher enrolled in the group health insurance program established for Whitley County Consolidated Schools. Each teacher may participate in the group medical insurance mutually agreed upon by the Board and WCTA, provided enrollment requirements are fulfilled.

In all cases, the corporation's contribution toward the cost of insurance premiums shall not exceed the actual cost of the premium, less one dollar (\$1.00). Married couples who are both certified employees of the school corporation may select two single health plans or one family health plan.

Maximum Corporation Contribution 2019-2021

Single Plan – 77% of a managed deductible care plan

Family Plan – 77% of a managed deductible care plan

For married couples who are both certified employees of the school corporation and select one family health plan, employees will pay their portion of the premium equal to two single health care plans.

2. Dental Insurance

The corporation will contribute the total cost towards a single Dental plan for each teacher minus one dollar. Any teacher wishing to participate in a Family Dental plan will be responsible for the remainder of the cost. The dental plan and provider shall be mutually agreed upon by the Board and WCTA.

3. Vision Insurance

The corporation will contribute the total cost towards a single Vision plan for each teacher minus one dollar. Any teacher wishing to participate in a Family Vision plan will be responsible for the remainder of the cost. The vision plan and provider shall be mutually agreed upon by the Board and WCTA.

4. Section 125

The corporation shall pay the fees to allow teachers to participate in a Section 125 flexible benefits program including withholding of applicable insurance premiums, un-reimbursed medical expenses and dependent care expenses before calculation of tax withholding.

5. Life Insurance

The corporation will pay the premium cost, less one dollar (\$1.00), for group term life insurance in the face amount of fifty thousand dollars (\$50,000.00) for each teacher who enrolls for said insurance. Each teacher may choose to add either an additional Twenty-Five Thousand Dollars (\$25,000.00) or Fifty-Thousand dollars (\$50,000.00) in coverage at the teacher's own expense. Dependent life insurance will be offered to teachers with premium paid for by the teacher. The plan and provider shall be mutually agreed upon by the Board and WCTA.

6. Worker's Compensation Insurance

Any teacher who is injured while on duty may be entitled to compensation for medical expenses and loss of wages due to the injury. However, in no case shall a teacher receive compensation for medical expenses paid for through a group medical insurance plan nor compensation for wages while receiving regular pay or pay through a sick leave provision. All injuries should be reported immediately on forms provided by the central office. Any teacher who wishes to file a claim for compensation under this insurance program should seek assistance from the central office.

7. Long Term Disability

The corporation will pay the premium cost, less one dollar (\$1.00), for long-term disability insurance for all teachers who enroll for said insurance coverage. This plan and provider shall be mutually agreed upon by the Board and WCTA.

C. Retirement Benefits

1. Eligibility

To be eligible for retirement the teacher's years of service to WCCS added to their age must equal at least 70 or qualify with normal unreduced retirement from The Indiana State Teachers Retirement Fund and have 15 years with WCCS.

2. State Teacher Retirement Fund (TRF)

The Board shall pay the teacher's contribution equal to 3% of the salary to the Indiana State Teachers Retirement Fund.

3. Teacher Retirement 401(a) Account

a. The Board will pay into an individual teacher's retirement 401(a) account a sum equal to 1% of the individual teacher's salary; provided the individual teacher contributes a matching sum of 1% into his/her individual teachers 403(b) plan. The contributions shall be vested with the teacher when made.

b. The Board will cause to be paid annually into an individual teacher's 401(a) account a lump sum equal to the discounted value of their accumulated sick leave with the actuarial study using a discount rate of 8% per year and fifty-five (55) as the average retirement age.

- 1) Accumulated sick days reimbursement will be deposited into the 401(a) account the maximum cap on sick days becomes ninety (90) days.
- 2) If on June 30th a teacher has more than 90 days on record, the Board will purchase said days at present cash value, discounted at 8% per year using age fifty-five as the average retirement age.
- 3) In order to accomplish cash payment to an employee, the school corporation will calculate the amount owed using the following formula rounded to the fourth place: $(1/1.08^{(55 - \text{current age of employee})})$. The difference between 55 and current age will serve as an exponent. The total may never exceed 1%.

- 4) The Board's contributions shall vest with the individual teacher upon the individual teacher's completion of ten (10) years of service as a teacher with the school corporation.

4. VEBA

To be eligible to access his/her VEBA account, the teacher's years of service to WCCS added to his/her age must equal at least 70 or the teacher must qualify with normal unreduced retirement from the Indiana State Teacher Retirement Fund and have 15 years with WCCS. The purpose of the VEBA account is to be used for health related services.

- a. Teachers employed with a regular teacher's contract starting with the 2001-2002 school year, a \$400.00 / year contribution will be made to a teacher's VEBA account. Teachers who separate service before VEBA eligibility forfeit their VEBA.
- b. Teachers employed on a regular teacher contract by WCCS prior to 2002 received lump sum payments to their VEBA accounts. Teachers in this group forfeit their VEBA if they leave WCCS before they are eligible. Forfeited funds are then reallocated into the remaining VEBA members accounts in that group.
- c. Teachers will be allowed to remain in the Corporation's group medical, *dental* and vision insurance until the retiree becomes eligible for health benefits under Part A of the Medicare Act provided the teacher pays the full cost of the insurance premium on a timely basis. The teacher's individual VEBA account (if any) may be used to pay the insurance premium.

D. Grievance Procedure

This Grievance Procedure governs how grievances alleged by Teachers or the Exclusive Representative will be processed.

1. Definitions for the Procedures

- a. A "Grievance" is any alleged violation of this Agreement.
- b. A "Teacher" is any person in the bargaining unit covered by this Agreement.
- c. An "aggrieved party" is a Teacher or group of Teachers with a common Grievance.
- d. A "day" when used in this Article shall refer to a Teacher work day. During the summer recess the term "day" shall mean weekdays (Monday through Friday).

2. General Provisions

- a. Nothing herein shall be construed as limiting the right of any Teacher or Exclusive Representative from proceeding independently of this Procedure.
- b. The Grievant may be accompanied by a member of the Exclusive Representative of the WCTA at all levels of the Procedure.
- c. The Whitley County Consolidated School Corporation may be represented at all levels of the Grievance Procedure.
- d. The Grievant may not add allegations or submit additional evidence after Step One unless the superintendent determines that the allegation or evidence was either not known or not available to the Grievant at the time.
- e. The time limits specified may be extended by mutual agreement of the Grievant and the superintendent.
- f. The Grievant shall forfeit all right to use the Procedure by skipping any steps.
- g. In the event that the Principal or superintendent fails to follow the Procedure set below, the Grievant will automatically be allowed to pursue the next step of the Grievance Procedures.
- h. Time limits herein apply to Teachers on leave of absence, other than sick leave, as if such Teachers were present and working.
- i. No reprisal of any kind shall be taken by or against any participant in the Grievance Procedure by reason of such participation.
- j. All documents, communications, and records dealing with the processing of Grievance shall be filed separately from the personnel file of the participant and will not be valid bases for evaluation.
- k. All steps of the Grievance Procedure shall be conducted outside of school hours when students are in attendance, excluding situations mutually agreed upon.
- l. All steps not advanced from Step One to the next within the time limits provided to the Teacher shall be deemed resolved by the answer at the previous step.
- m. This Procedure supersedes and cancels all previous Grievance policies or Procedures, and constitutes the entire Procedure for the processing of Grievances.
- n. Termination of a certified contract is not grievable.

3. Procedure

Step One:

Within fifteen days of the time the Grievant first knew or should have known of the act or condition upon which the Grievance is based, the Grievant must meet with the Principal to discuss the Grievance. The Grievance must be in writing when presented. This informal meeting should be during non-teaching hours, and should be between the Grievant, Principal, and the Grievant's Exclusive Representative, if requested. The

Principal must respond to the Aggrieved Party in writing within fifteen days of the meeting.

Step Two:

The Grievant may appeal the Principal's response within 5 days of receipt. The appeal shall be in writing and include: the name of the Grievant, the particular provision of this Agreement at issue, details of the act or condition at issue, the Principal's response, and any rebuttal to the Principal's response. The appeal shall be filed with the superintendent, and a copy provided to the Principal.

Within ten days of receiving the Grievance, the superintendent may hold a meeting to investigate facts, allegations, exhibits and remedy requested. Within ten days of such meeting, the Superintendent shall respond and answer the Grievance submitted in writing. If no meeting is held during this step, the superintendent shall respond within ten days of filing at this step.

Step Three:

If the Grievant is not satisfied with the superintendent's response at Step Two; he/she must file a written appeal to the Board not later than ten days after receiving the superintendent's response. The Board Level Grievance shall be heard in executive session the day of a regularly scheduled Board meeting if such meeting is to be held within thirty days and appropriate public notice can be given in advance. In the event that such meeting is not held within such time line, the Board or its designated representative and the Grievant(s) and the Grievant's Exclusive Representative, if requested, shall mutually establish a date and time for such hearings within the thirty days. The Board or its designated representatives' written answer shall be transmitted to the Grievant and/or Grievant's Exclusive Representative within ten days after the meeting and attached to the Grievance. The Board's decision shall be final and binding.

APPENDIX A

Distribution Model for Compensation

The salary range for 2019-2021 is \$36,000 to \$69,200.

TRANSITION TO THE 2019-2021

SALARY SCHEDULE

BACHELOR*

2018-2019	2019-2020
<u>Salary</u>	<u>Salary</u>
34,019	36,000
34,919	37,300
35,219	38,600
36,508	39,900
37,803	41,200
39,095	42,500
40,387	43,800
41,680	45,100
42,974	46,400
44,261	47,700
45,555	49,000
46,849	50,300
48,142	51,600

* Each teacher placed on the schedule will receive a salary increase and stipend to total \$3,458 for the 2019-2020 school year.

TRANSITION TO THE 2019-2021

SALARY SCHEDULE

MASTER*

2018-2019	2019-2020
<u>Salary</u>	<u>Salary</u>
36,056	38,000
37,406	39,300
37,856	40,600
39,217	41,900
40,578	43,200
41,936	44,500
43,299	45,800
44,658	47,100
46,021	48,400
47,383	49,700
48,742	51,000
50,102	52,300
51,461	53,600
52,823	54,900
54,186	56,200
55,544	57,500
56,906	58,800
58,267	60,100
59,630	61,400
60,987	62,700
62,348	64,000
63,706	65,300
65,068	66,600

* Each teacher placed on the schedule will receive a salary increase and stipend to total \$3,458 for the 2019-2020 school year.

BACHELOR SCHEDULE

Row	2019-2021	Increase for Advancing Row
0	36,000	
1	37,300	1,300
2	38,600	1,300
3	39,900	1,300
4	41,200	1,300
5	42,500	1,300
6	43,800	1,300
7	45,100	1,300
8	46,400	1,300
9	47,700	1,300
10	49,000	1,300
11	50,300	1,300
12	51,600	1,300
13	52,900	1,300
14	54,200	1,300

MASTER SCHEDULE

Row	2019-2021	Increase for Advancing Row
0	38,000	
1	39,300	1,300
2	40,600	1,300
3	41,900	1,300
4	43,200	1,300
5	44,500	1,300
6	45,800	1,300
7	47,100	1,300
8	48,400	1,300
9	49,700	1,300
10	51,000	1,300
11	52,300	1,300
12	53,600	1,300
13	54,900	1,300
14	56,200	1,300
15	57,500	1,300
16	58,800	1,300
17	60,100	1,300
18	61,400	1,300
19	62,700	1,300
20	64,000	1,300
21	65,300	1,300
22	66,600	1,300
23	67,900	1,300
24	69,200	1,300

APPENDIX B

Extended Contract Positions

The listed positions and days were not bargained but included merely for informational purposes. Extended contracts are paid at the base rate on each individual teacher's daily rate.

<u>Position</u>	<u>Maximum Additional Days</u>
Agriculture – HS (2)	15
Agriculture – MS (2)	15
School to Work	20
Innovation and Media Services Specialist	5
Guidance – HS	8
Guidance – HS	8
Guidance Director – HS	18
Radio Station Manager	10
School Psychologist	10
Activities Director – MS	15
Summer Band – HS	10

The superintendent must approve all additional days after a proposed schedule has been submitted using the process determined by the corporation.

APPENDIX C

Extra-Curricular Activities Schedule

The index for each position is multiplied times \$34,019 to determine the dollar amount for each respective position.

POSITION	SEAS.	BOY / GIRL	GR	SCHL	%	ECA Pay 2019
CCHS						
Academic Competitions 1	Yrly	N/A	9-12	CCHS	0.0370	\$1,259
Academic Competitions 2	Yrly	N/A	9-12	CCHS	0.0370	\$1,259
Academic Competitions 3	Yrly	N/A	9-12	CCHS	0.0370	\$1,259
Academic Competitions 4	Yrly	N/A	9-12	CCHS	0.0370	\$1,259
Academic Competitions 5	Yrly	N/A	9-12	CCHS	0.0370	\$1,259
B.P.A. 1	Yrly	N/A		CCHS	0.0150	\$510
B.P.A. 2	Yrly	N/A		CCHS	0.0150	\$510
Band	Yrly	N/A	9-12	CCHS	0.1520	\$5,171
Band Assistant	Yrly	N/A	9-12	CCHS	0.1330	\$4,525
Baseball	Spring	Boys		CCHS	0.1400	\$4,763
Baseball Assistant 1	Spring	Boys		CCHS	0.0750	\$2,551
Baseball Assistant 2	Spring	Boys		CCHS	0.0750	\$2,551
Basketball Asst. Coach 1	Winter	Boys	10-12	CCHS	0.1380	\$4,695
Basketball Asst. Coach 2	Winter	Boys	10-12	CCHS	0.1380	\$4,695
Basketball Asst. Coach 1	Winter	Girls	10-12	CCHS	0.1380	\$4,695
Basketball Asst. Coach 2	Winter	Girls	10-12	CCHS	0.1380	\$4,695
Basketball Coach	Winter	Boys	9-12	CCHS		
Basketball Coach	Winter	Girls	9-12	CCHS		
Basketball Frosh Coach	Winter	Boys	9	CCHS	0.1150	\$3,912
Basketball Frosh Coach	Winter	Girls	9	CCHS	0.1150	\$3,912
Cheer BB Assistant Var/JV	Winter	Girls	10-12	CCHS	0.0400	\$1,361
Cheer BB Var/JV	Winter	Girls	10-12	CCHS	0.0500	\$1,701
Cheer FB Assistant Var/JV	Fall	Girls	10-12	CCHS	0.0400	\$1,361
Cheer FB Var/JV	Fall	Girls	10-12	CCHS	0.0500	\$1,701
Choral - Show Choir - Vocal	Yrly	N/A	9-12	CCHS	0.1520	\$5,171
Choral Asst. -Show Choir-Vocal	Yrly	N/A	9-12	CCHS	0.1330	\$4,525
Concessions Manager	Yrly	N/A		CCHS		\$3,392
Cross Country Asst. Coach	Fall	Boys/Girls	9-12	CCHS	0.0630	\$2,143
Cross Country Coach	Fall	Boys/Girls	9-12	CCHS	0.1380	\$4,695
Department Chair - 4 or more 1	Yrly	N/A		CCHS	0.0230	\$782
Department Chair - 4 or more 2	Yrly	N/A		CCHS	0.0230	\$782
Department Chair - 4 or more 3	Yrly	N/A		CCHS	0.0230	\$782
Department Chair - 4 or more 4	Yrly	N/A		CCHS	0.0230	\$782
Department Chair - 4 or more 5	Yrly	N/A		CCHS	0.0230	\$782
Department Chair - 4 or more 6	Yrly	N/A		CCHS	0.0230	\$782
Department Chair - 4 or more 7	Yrly	N/A		CCHS	0.0230	\$782
Department Chair - 4 or more 8	Yrly	N/A		CCHS	0.0230	\$782
Department Chair - 4 or more 9	Yrly	N/A		CCHS	0.0230	\$782
Department Chair - 4 or more 10	Yrly	N/A		CCHS	0.0230	\$782
Dramatics Assistant 1	per Play	N/A	9-12	CCHS	0.0170	\$578
Dramatics Assistant 2	per Play	N/A	9-12	CCHS	0.0170	\$578
Dramatics Director 1	per Play	N/A	9-12	CCHS	0.0370	\$1,259
Dramatics Director 2	per Play	N/A	9-12	CCHS	0.0370	\$1,259
Dramatics Musical Dir.	per Play	N/A	9-12	CCHS	0.0170	\$578
Dramatics Vocal Coach	per Play	N/A	9-12	CCHS	0.0130	\$442

POSITION	SEAS.	BOY / GIRL	GR	SCHL	%	ECA Pay 2019
F.E.A. Club 1	Yrly	N/A	10-12	CCHS	0.0150	\$510
F.E.A. Club 2	Yrly	N/A	10-12	CCHS	0.0150	\$510
F.F.A. Club 1	Yrly	N/A	9-12	CCHS	0.0120	\$408
F.F.A. Club 2	Yrly	N/A	9-12	CCHS	0.0120	\$408
F.C.C.L.A. Club 1	Yrly	N/A	9-12	CCHS	0.0150	\$510
F.C.C.L.A. Club 2	Yrly	N/A	9-12	CCHS	0.0150	\$510
Football Asst. Coach 1	Fall	Boys	10-12	CCHS	0.1380	\$4,695
Football Asst. Coach 2	Fall	Boys	10-12	CCHS	0.1380	\$4,695
Football Asst. Coach 3	Fall	Boys	10-12	CCHS	0.1380	\$4,695
Football Asst. Coach 4	Fall	Boys	10-12	CCHS	0.1380	\$4,695
Football Coach	Fall	Boys	9-12	CCHS		
Football Frosh Coach 1	Fall	Boys	9	CCHS	0.0870	\$2,960
Football Frosh Coach 2	Fall	Boys	9	CCHS	0.0870	\$2,960
Forensics - Debate	Yrly	N/A	9-12	CCHS	0.0685	\$2,330
Forensics - Speech	Yrly	N/A	9-12	CCHS	0.0685	\$2,330
Golf Coach	Spring	Boys	9-12	CCHS	0.0900	\$3,062
Golf Coach	Fall	Girls	9-12	CCHS	0.0900	\$3,062
Golf Asst Coach	Spring	Boys	9-12	CCHS	0.0460	\$1,565
Golf Asst Coach	Fall	Girls	9-12	CCHS	0.0460	\$1,565
Other Clubs #1	Yrly	N/A		CCHS	0.0230	\$782
Other Clubs #2	Yrly	N/A		CCHS	0.0230	\$782
Other Clubs #3	Yrly	N/A		CCHS	0.0230	\$782
Other Clubs #4	Yrly	N/A		CCHS	0.0230	\$782
Other Clubs #5	Yrly	N/A		CCHS	0.0230	\$782
Prom Sponsor 1	Yrly	N/A	11	CCHS	0.0290	\$987
Prom Sponsor 2	Yrly	N/A	11	CCHS	0.0290	\$987
Radio Station Manager	Yrly	N/A	9-12	CCHS	0.1150	\$3,912
Science Olympiad	Yrly	N/A	9-12	CCHS	0.0370	\$1,259
Soccer Asst. Coach	Fall	Boys	9-12	CCHS	0.0490	\$1,667
Soccer Asst. Coach	Fall	Girls	9-12	CCHS	0.0490	\$1,667
Soccer Coach	Fall	Boys	9-12	CCHS	0.1100	\$3,742
Soccer Coach	Fall	Girls	9-12	CCHS	0.1100	\$3,742
Softball Asst. Coach 1	Spring	Girls	9-12	CCHS	0.0750	\$2,551
Softball Asst. Coach 2	Spring	Girls	9-12	CCHS	0.0750	\$2,551
Softball Coach	Spring	Girls	9-12	CCHS	0.1400	\$4,763
Spell Bowl	Yrly	N/A	9-12	CCHS	0.0370	\$1,259
Student Council - HS 1	Yrly	N/A	9-12	CCHS	0.0300	\$1,021
Student Council - HS 2	Yrly	N/A	9-12	CCHS	0.0300	\$1,021
Summer Supervisor - BB - Girls 1		Girls			0.0150	\$510
Summer Supervisor - BB - Girls 2		Girls			0.0150	\$510
Summer Supervisor - BB - Girls 3		Girls			0.0150	\$510
Summer Supervisor - BB - Boys 1		Boys			0.0150	\$510
Summer Supervisor - BB - Boys 2		Boys			0.0150	\$510
Summer Supervisor - BB - Boys 3		Boys			0.0150	\$510

POSITION	SEAS.	BOY / GIRL	GR	SCHL	%	ECA Pay 2019
Summer Supervisor - Football 1		Boys			0.0150	\$510
Summer Supervisor - Football 2		Boys			0.0150	\$510
Summer Supervisor - Football 3		Boys			0.0150	\$510
Swim		B & G	9-12	CCHS	0.1400	\$4,763
Swim Assistant		B & G	9-12	CCHS	0.0660	\$2,245
Tennis Asst. Coach	Fall	Boys	9-12	CCHS	0.0460	\$1,565
Tennis Asst. Coach	Spring	Girls	9-12	CCHS	0.0460	\$1,565
Tennis Coach	Fall	Boys	9-12	CCHS	0.0920	\$3,130
Tennis Coach	Spring	Girls	9-12	CCHS	0.0920	\$3,130
Track Asst. Coach 1	Spring	Boys	9-12	CCHS	0.0690	\$2,347
Track Asst. Coach 2	Spring	Boys	9-12	CCHS	0.0690	\$2,347
Track Asst. Coach 1	Spring	Girls	9-12	CCHS	0.0690	\$2,347
Track Asst. Coach 2	Spring	Girls	9-12	CCHS	0.0690	\$2,347
Track Coach	Spring	Boys	9-12	CCHS	0.1400	\$4,763
Track Coach	Spring	Girls	9-12	CCHS	0.1400	\$4,763
Volleyball Asst. Coach	Fall	Girls	10-12	CCHS	0.0720	\$2,449
Volleyball Coach	Fall	Girls	9-12	CCHS	0.1400	\$4,763
Volleyball Frosh Coach	Fall	Girls	9	CCHS	0.0500	\$1,701
Winter Guard	Yrly	N/A	9-12	CCHS	0.0470	\$1,599
Wrestling Asst. Coach 1	Winter	Boys	9-12	CCHS	0.0800	\$2,722
Wrestling Asst. Coach 2	Winter	Boys	9-12	CCHS	0.0800	\$2,722
Wrestling Coach	Winter	Boys	9-12	CCHS	0.1400	\$4,763
Yearbook - HS 1	Yrly	N/A	9-12	CCHS	0.0520	\$1,769
Yearbook - HS 2	Yrly	N/A	9-12	CCHS	0.0520	\$1,769
CCHS TOTAL:						
COESSE						
Supervision - AM, PM, Lunch (1)	Yrly	N/A	K-5	Coe	0.0370	\$1,259
Supervision - AM, PM, Lunch (2)	Yrly	N/A	K-5	Coe	0.0370	\$1,259
Unnamed 1	Yrly	N/A	K-5	Coe	0.0230	\$782
Unnamed 2	Yrly	N/A	K-5	Coe	0.0230	\$782
Unnamed 3	Yrly	N/A	K-5	Coe	0.0230	\$782
Unnamed 4	Yrly	N/A	K-5	Coe	0.0230	\$782
Unnamed 5	Yrly	N/A	K-5	Coe	0.0230	\$782
Yearbook - Elem	Yrly	N/A	K-5	Coe	0.0230	\$782
COESSE TOTAL:						
ISMS						
Academic Superbowl 1	Yrly	N/A	6-8	ISMS	0.0370	\$1,259
Academic Superbowl 2	Yrly	N/A	6-8	ISMS	0.0370	\$1,259
Activities Coordinator	Yrly	N/A	6-8	ISMS	0.1550	\$5,273

POSITION	SEAS.	BOY / GIRL	GR	SCHL	%	ECA Pay 2019
Auditorium Stage Manager	Yrly	N/A	6-8	ISMS	0.0470	\$1,599
Basketball Coach 1	Winter	Boys	6-8	ISMS	0.0640	\$2,177
Basketball Coach 1	Winter	Girls	6-8	ISMS	0.0640	\$2,177
Basketball Coach 2	Winter	Boys	6-8	ISMS	0.0640	\$2,177
Basketball Coach 2	Winter	Girls	6-8	ISMS	0.0640	\$2,177
Basketball Coach 3	Winter	Boys	6-8	ISMS	0.0640	\$2,177
Basketball Coach 3	Winter	Girls	6-8	ISMS	0.0640	\$2,177
Basketball Coach 4	Winter	Boys	6-8	ISMS	0.0640	\$2,177
Basketball Coach 4	Winter	Girls	6-8	ISMS	0.0640	\$2,177
Middle School Cheer	Yrly	Girls	6-8	ISMS	0.0560	\$1,906
Middle School Cheer	Yrly	Girls	6-8	ISMS	0.0560	\$1,906
Choral - Swing Choir	Yrly	N/A	6-8	ISMS	0.0420	\$1,429
Cross Country Coach	Fall	Boys	6-8	ISMS	0.0400	\$1,361
Cross Country Coach	Fall	Girls	6-8	ISMS	0.0400	\$1,361
Drama 1	Yrly	N/A	6-8	ISMS	0.0230	\$782
Drama 2	Yrly	N/A	6-8	ISMS	0.0230	\$782
Football Coach 1	Fall	Boys	6-8	ISMS	0.0520	\$1,769
Football Coach 2	Fall	Boys	6-8	ISMS	0.0520	\$1,769
Football Coach 3	Fall	Boys	6-8	ISMS	0.0520	\$1,769
Football Coach 4	Fall	Boys	6-8	ISMS	0.0520	\$1,769
Football Coach 5	Fall	Boys	6-8	ISMS	0.0520	\$1,769
Football Coach 6	Fall	Boys	6-8	ISMS	0.0520	\$1,769
Golf	Spring	Boys	6-8	ISMS	0.0370	\$1,259
Golf	Spring	Girls	6-8	ISMS	0.0370	\$1,259
Jazz Band	Yrly	N/A		ISMS	0.0420	\$1,429
Soccer Coach 1	Spring	Boys	6-8	ISMS	0.0390	\$1,327
Soccer Coach 1	Spring	Girls	6-8	ISMS	0.0390	\$1,327
Soccer Coach 2	Spring	Boys	6-8	ISMS	0.0390	\$1,327
Soccer Coach 2	Spring	Girls	6-8	ISMS	0.0390	\$1,327
Spell Bowl	Yrly	N/A	6-8	ISMS	0.0230	\$782
Student Council 1	Yrly	N/A	6-8	ISMS	0.0230	\$782
Student Council 2	Yrly	N/A	6-8	ISMS	0.0230	\$782
Supervision - AM, PM, Lunch (1)	Yrly	N/A	6-8	ISMS	0.0370	\$1,259
Supervision - AM, PM, Lunch (2)	Yrly	N/A	6-8	ISMS	0.0370	\$1,259
Supervision - AM, PM, Lunch (3)	Yrly	N/A	6-8	ISMS	0.0370	\$1,259
Supervision - AM, PM, Lunch (4)	Yrly	N/A	6-8	ISMS	0.0370	\$1,259
Swim Coach 1	Winter	N/A	6-8	ISMS	0.0470	\$1,599
Swim Coach 2	Winter	N/A	6-8	ISMS	0.0470	\$1,599
Track Coach 1	Spring	Boys	6-8	ISMS	0.0420	\$1,429
Track Coach 1	Spring	Girls	6-8	ISMS	0.0420	\$1,429
Track Coach 2	Spring	Boys	6-8	ISMS	0.0420	\$1,429
Tennis Coach	Spring	N/A	6-8	ISMS	0.0370	\$1,259

POSITION	SEAS.	BOY / GIRL	GR	SCHL	%	ECA Pay 2019
Tuesday Night Supervision 1	Yrly	N/A	6-8	ISMS	\$10/per hr	
Tuesday Night Supervision 2	Yrly	N/A	6-8	ISMS	\$10/per hr	
Unnamed 1-	Yrly	N/A	6-8	ISMS	0.0230	\$782
Unnamed 2-	Yrly	N/A	6-8	ISMS	0.0230	\$782
Unnamed 3-	Yrly	N/A	6-8	ISMS	0.0230	\$782
Unnamed 4-	Yrly	N/A	6-8	ISMS	0.0230	\$782
Unnamed 5-	Yrly	N/A	6-8	ISMS	0.0230	\$782
Unnamed 6-	Yrly	N/A	6-8	ISMS	0.0230	\$782
Unnamed 7-	Yrly	N/A	6-8	ISMS	0.0230	\$782
Unnamed 8-	Yrly	N/A	6-8	ISMS	0.0230	\$782
Unnamed 9-	Yrly	N/A	6-8	ISMS	0.0230	\$782
Unnamed 10-	Yrly	N/A	6-8	ISMS	0.0230	\$782
Volleyball Coach 1	Fall	Girls	6-8	ISMS	0.0420	\$1,429
Volleyball Coach 2	Fall	Girls	6-8	ISMS	0.0420	\$1,429
Volleyball Coach 3	Fall	Girls	6-8	ISMS	0.0420	\$1,429
Volleyball Coach 4	Fall	Girls	6-8	ISMS	0.0420	\$1,429
Wrestling Coach 1	Winter	Boys	6-8	ISMS	0.0490	\$1,667
Wrestling Coach 2	Winter	Boys	6-8	ISMS	0.0490	\$1,667
Wrestling Coach 3	Winter	Boys	6-8	ISMS	0.0490	\$1,667
Yearbook 1	Yrly	N/A	6-8	ISMS	0.0230	\$782
Yearbook 2	Yrly	N/A	6-8	ISMS	0.0230	\$782
ISMS TOTAL:						
MARY RABER						
Supervision - AM, PM, Lunch (1)	Yrly	N/A	K-5	MR	0.0370	\$1,259
Supervision - AM, PM, Lunch (2)	Yrly	N/A	K-5	MR	0.0370	\$1,259
Unnamed 1	Yrly	N/A	K-5	MR	0.0230	\$782
Unnamed 2	Yrly	N/A	K-5	MR	0.0230	\$782
Unnamed 3	Yrly	N/A	K-5	MR	0.0230	\$782
Unnamed 4	Yrly	N/A	K-5	MR	0.0230	\$782
Unnamed 5	Yrly	N/A	K-5	MR	0.0230	\$782
Yearbook - Elem	Yrly	N/A	K-5	MR	0.0230	\$782
MARY RABER TOTAL:						
NORTHERN HEIGHTS						
Supervision - AM, PM, Lunch (1)	Yrly	N/A	K-5	NH	0.0370	\$1,259
Supervision - AM, PM, Lunch (2)	Yrly	N/A	K-5	NH	0.0370	\$1,259
Supervision - AM, PM, Lunch (3)	Yrly	N/A	K-5	NH	0.0370	\$1,259
Supervision - AM, PM, Lunch (4)	Yrly	N/A	K-5	NH	0.0370	\$1,259
Unnamed 1	Yrly	N/A	K-5	NH	0.0230	\$782
Unnamed 2	Yrly	N/A	K-5	NH	0.0230	\$782
Unnamed 3	Yrly	N/A	K-5	NH	0.0230	\$782
Unnamed 4	Yrly	N/A	K-5	NH	0.0230	\$782
Unnamed 5	Yrly	N/A	K-5	NH	0.0230	\$782
Yearbook - Elem	Yrly	N/A	K-5	NH	0.0230	\$782
NORTHERN HEIGHTS TOTAL:						

POSITION	SEAS.	BOY / GIRL	GR	SCHL	%	ECA Pay 2019
<i>LITTLE TURTLE</i>						
Supervision - AM, PM, Lunch (1)	Yrly	N/A	K-5	LT	0.0370	\$1,259
Supervision - AM, PM, Lunch (2)	Yrly	N/A	K-5	LT	0.0370	\$1,259
Supervision - AM, PM, Lunch (3)	Yrly	N/A	K-5	LT	0.0370	\$1,259
Supervision - AM, PM, Lunch (4)	Yrly	N/A	K-5	LT	0.0370	\$1,259
Unnamed 1	Yrly	N/A	K-5	LT	0.0230	\$782
Unnamed 2	Yrly	N/A	K-5	LT	0.0230	\$782
Unnamed 3	Yrly	N/A	K-5	LT	0.0230	\$782
Unnamed 4	Yrly	N/A	K-5	LT	0.0230	\$782
Unnamed 5	Yrly	N/A	K-5	LT	0.0230	\$782
Yearbook - Elem	Yrly	N/A	K-5	LT	0.0230	\$782
LITTLE TURTLE TOTAL:						
<i>CORPORATION</i>						
Home Technology Coordinator	Yrl				0.0700	\$2,268
CORPORATION TOTAL:						
<i>SUMMER PROGRAMS</i>						
Driver's Ed. Coordinator	Summer	N/A		CCHS	0.0380	\$1,231
SUMMER PROGRAMS TOTAL:						
ECA TOTAL:						\$363,264

g/admin/eca positions/ECA Pay 2019-2021 per Master Contract

The CBA was ratified by both parties IN WITNESS WHEREOF, the parties have executed this agreement, attested by the signatures below, this 7th day of October, 2019.

Whitley County
Teachers' Association

BY: Kurt Kehmeier
Co-President

BY: Brook Stanley
Co-President

BY: David W. Parker
Bargaining Team Member

Whitley County
Consolidated Schools
Board of School Trustees

BY: Don Armstrong
President

BY: Mary Ann Schaefer
Secretary

BY: Saturna Jones
Superintendent of Schools