

Collective Bargaining Agreement
Between the Board of Trustees of Goshen Community Schools
and the Goshen Education Association
Regarding Master Contract for 2020 – 2021

The following reflects a tentative agreement regarding changes to the Master Contract for the 2020-2021 school year between The Goshen Community Schools Board of School Trustees (Board) and the Goshen Teachers Association (Association). The parties will cooperate to develop appropriate language to be incorporated into a revised Master Contract.

Page 4, Article V, Section C

Delete the following sentence: “It is expected that the teacher employee will use only the number of days necessary.”

C. BEREAVEMENT LEAVE

Teacher employees shall be provided with up to five (5) school days in the current school year for each death event in his or her immediate family. The immediate family normally includes: spouse, children, sisters, brothers, mother, father, grandfather, grandmother, grandchildren, any similar in-law relationship brought about by marriage, any similar relationship brought about by substitute or adopted family structures, or any member of the family unit with legal residence in the teacher employee's household irrespective of relationships. Simultaneous deaths which qualify would result in only one (1) leave of up to five (5) school days without loss of compensation. Extenuating circumstances would qualify the teacher employee for additional funeral leave upon application to and approval by the Superintendent. Up to a total of one (1) day per year shall be granted for the funerals of close friends. For purposes of this Section C, a miscarriage or stillbirth shall be considered as a death of a child.

Page 5, Article V, Section H

Delete Section H. (Parental/Adoptive Leave is covered under I (FMLA))

Page 6, Article V, Section I

Revise Section I, Paragraph 2 (FMLA) to read as follows: Now H

FMLA leave, if applicable, shall run concurrently with any available accrued paid leave, including sick leave, personal leave, and sick bank days, when available.

2. FMLA leave, if applicable, shall run concurrently with any available accrued paid leave, including sick leave, personal leave, and sick bank days, when available.

5. Accumulated paid leave (including sick leave and personal leave) may be used for FLMA days for the care of the teacher's child (birth, or placement for adoption or foster care)

Page 6, Article V, Section J

Delete Section J. (Health or Disability Leave), as it is covered under I (FMLA)

Page 7, Article V, Section K

Increase number of days from 7 to 10 in first sentence. Increase from 5 to 8 days in the second sentence.

K. PRESIDENT'S LEAVE

Ten (10) days per year will be allowed to the President of the GEA, or his/her designee, for Association business. During the "long session" of the Indiana General Assembly, an additional Eight (8) days shall be granted to the association for lobbying purposes. The GEA will reimburse the current substitute's salary for those days used.

Page 8, Article V, Section M

Revise the last sub-paragraph to read: "Members granted sabbatical leave shall advance on the salary schedule as provided in the Compensation Model under Article IX."

M. SABBATICAL LEAVE

1. Sabbatical leave for study, travel, or research may be granted by the Board to teacher employees who have completed six (6) years of service in the school corporation. Such leave may be granted under the following conditions:

(a) Each year one (1) percent of the teaching staff who are eligible may be granted sabbatical leave.

(b) A sabbatical leave may be granted for one (1) semester, one (1) full year, or the last semester of the next school year.

(c) An approved sabbatical leave may carry an allowance of one-half (1/2) contractual salary subject to deductions required by:

- (1) Law
 - (2) Board of Education regulation
 - (3) employee designation
- (d) Considerations in granting approval to requests:
 - (1) No member shall apply in an attempt to gain a Master's Degree.
 - (2) The reasons for a sabbatical leave shall be offered to the Superintendent of Schools in writing, and the Superintendent's written approval must be filed before leave may be taken or compensation received.
 - (3) Members to be granted leaves must be pursuing a course of study.
- (e) Such compensation shall be paid to the member by the following method:
 - (1) one-half (1/2) during the first semester of the first year a member returns to the Goshen Community Schools.
 - (2) one-half (1/2) during the second semester of the first year a member returns to the Goshen Community Schools.
 - (3) No compensation shall be paid if the member does not return to the Goshen Community Schools.
 - (4) Members granted sabbatical leave shall advance on the salary schedule as provided in the Compensation Model under Article IX.

Pages 8-9, Article V, Section N

Add to Paragraph 2 a new sub-paragraph (g) "Physical or mental health of the teacher or someone in the teacher's care.

Add a new Paragraph 3 as follows:

3. Teachers returning from an approved leave under this Section, may be eligible for a salary increase under the Compensation Model under Article IX.

N. OTHER LEAVES

Any teacher employee after having completed three (3) years of duty (except military and pregnancy leaves) may request, and the Board of Education may grant, a leave of absence, without pay, for a maximum of one (1) year (except for military leave).

1. RETIREMENT. When and to the extent permitted by law and applicable plan provisions, during a leave of absence the teacher employee will be allowed, at the teacher's expense, to add to his/her retirement fund.

2. REASONS. Recognizable reasons for requesting leaves include:

- (a) Leaves recommended by Superintendent
- (b) Return to school (graduate study)
- (c) Travel
- (d) Adoptive, Parental or placement of a foster child with the teacher
- (e) Voluntary Service
- (f) Exchange teachers and foreign exchange programs
- (g) Physical or mental health of the teacher or someone in the teacher's care.

3. Teachers returning from an approved leave under this Section, may be eligible for a salary increase under the Compensation Model under Article IX.

Page 11, Article VI, Section C, Paragraph 4

Add the following sentence: "For the 2020-2021 contract only, up to ten (10) days may be borrowed for the personal illness of a teachers "immediate family" as defined in Article V, Section B."

C. BORROWING FROM THE BANK

1. Application to borrow from the Sick Leave Bank must be made on the official Sick Leave Bank application and Agreement Form, (SLB Form #2) and a physician's statement should be attached.

2. All sick leave days previously accumulated must be exhausted prior to borrowing from the Sick Leave Bank.

3. Borrowing from the Bank can only be allowed for absences of one (1) or more consecutive working days due to an illness or disability.

4. The Sick Leave Bank may be used only for the personal illness of a participant.

5. A participant may borrow up to sixty (60) days per year, but not more than one hundred eighty (180) days during employment with the Goshen Community Schools.

6. Application to borrow from the Sick Leave Bank may be made by a personal representative of a participant in cases where the participant is unable to do so.

7. For the 2020-2021 contract only, up to ten (10) days may be borrowed for the personal illness of a teacher's "immediate family" as defined in Article V, Section B.

Page 12, Article VII

Retitle 'SPECIAL EDUCATION AND ENGLISH LEARNERS TEACHERS' and restate as follows:

Special Education and English Language teachers shall be provided with release time for the completion of required paperwork. Days can be used in either half day or full day increments. Any special education or English Language teacher may request up to five days with approval from the building principal. Applications should be made in WillSub.

Page 12, Article VIII, Section B

New APPENDIX C.

B. PAY DATES

Teachers shall be paid in 26 equal pays. Pay dates are listed in Appendix C.

Pages 14, Article IX, Section A

A. COMPENSATION MODEL

1. The salary schedule for the 2020-2021 contract year is set forth in Appendix A, which is attached to and incorporated in this Agreement. Placement on the salary schedule and salary raises are based on evaluation and education factors. The evaluation factor is defined as receiving a rating of highly effective or effective. The education

factor is defined as possessing a Master's degree in a content area as defined by the Indiana Department of Education.

a. For the 2020-2021 school year, a teacher who meets the evaluation factor will move up two (2) levels on their current Salary Schedule.

b. In addition to the above raise, an eligible teacher on the Red (Bachelor) Salary Schedule for whom the 2020-2021 school year is the first year of satisfying the education requirement, shall move to the highest level permitted on the Hawks (Master's) Salary Schedule without the resulting raise in salary attributable to that move exceeding the raise the teacher will receive under sub-paragraph a, above.. When moving from 'Red' to 'Hawk' the movement will always be lateral and then vertical, not to exceed 50% of the raise.

c. For the 2020-2021 school year, the minimum starting salary for a teacher with a bachelor's degree shall be increased to \$39,000 (level 10 on the Red/Bachelor Salary Schedule) and the minimum starting salary for a teacher with a content area Master's degree shall be increased to \$39,450 (level 110 on the Hawks/Master's Salary Schedule). In an effort to retain eligible returning teachers, teachers with one (1) to twelve (12) years of experience will receive one additional step (\$300).

2. The salary schedule is based on estimated revenues available for increases after taking into consideration the potential adjustments under paragraph 3, below, including the redistribution of funds based on a projection of those teachers who will not be eligible for a salary increase due to a rating of needs improvement or ineffective. In the event the final number of teachers determined to be ineligible for raises changes, the available funds will be reallocated as pro-rata stipends to teachers eligible for raises and shall be paid prior to the end of the applicable school year.

3. Teachers receiving a final rating of needs improvement or ineffective shall not be eligible for a salary increase. Notwithstanding the preceding sentences, to the extent permitted by law, a teacher in the first two (2) full school years of providing instruction to students in elementary or high school who receives a needs improvement rating may be eligible to receive an increase under this compensation model.

4. The salary range prior to any raises under this collective bargaining agreement (i.e., the base salary range under the prior agreement) was \$38,700 to \$71,550.

Page 15, Article IX, Section A

Add a new paragraph 5.

5. A teacher who, during the previous school year, was on an approved sabbatical leave under Section M of Article V is deemed to have received a rating of effective for that year. A teacher who is returning from an approved leave under Section N of Article V, but who did not receive an effectiveness rating for the year when the

leave was taken, and who received an effectiveness rating of effective or highly effective in the year prior to the leave, shall in no event be placed at a level on the salary schedule that is below the level on Appendix A-1 (New Hire Schedule) for teachers with similar education and years of effective service. The salary increases under this paragraph are a teacher retention catch up based the academic needs factor of retaining experienced teachers in comparison to raises given to new teachers and whose current salary resulted from the inability to compensate these teachers adequately under prior restrictions.

Page 15, Article IX, Section B

Insert the following prior to the current last sentence: “The parties acknowledge that in some cases the use of the mode may be impractical, impossible, or unfair, and in those cases the parties agreed to a different starting salary.”

Revise Appendix A-1 to reflect salary increases.

B. NEWLY HIRED TEACHERS

1. Newly hired teachers will be placed at a salary Level and Column on Appendix A based on the mode placement of teachers with comparable education and years of effective service (up to eight years). Notwithstanding the eight-year restriction in the preceding sentence, when the teacher is hired in an area of limited supply, the Superintendent may recognize additional (not to exceed actual) years of service prior to placement at the mode for current teachers with comparable education and years of effective service. The schedule of mode/new hire salaries for the 2020-2021 school year is included in Appendix A-1.

2. The parties acknowledge that in some cases the use of the mode may be impractical, impossible, or unfair, and in those cases the parties agreed to a different starting salary.

3. In lieu of or in addition to any adjustment in starting salary under the preceding paragraph, a newly hired teacher that fills a critical needs position may, at the discretion of the Superintendent, be paid a bonus stipend of up to One Thousand Dollars (\$1,000).

Pages 16-20, Article IX- Other

Section C – No change to Appendix B

Sections K – Change TAP to NIET in title and text. Delete Section L.

Section M (Translation Services) change reference from Section I to Section H Section O – Change “Teachers will be reimbursed” to “The Board will pay”

Section P- Change New teachers will receive a stipend of \$100 a day for New Teacher Orientation (a total of \$300 hundred dollars for all 3 days). Remove the reference to it expires at the end of the 19-20 year.

Section S – Add a new paragraph c as follows:

“c. Certified English Language teachers shall receive a stipend of Three Hundred Dollars (\$300).”

Delete Section T (Attendance Stipend)

F. IN-HOUSE SUBSTITUTE AND LUNCH DUTY PAY

Teacher employees shall be paid at the rate of \$30.00 per hour for in-house substitute pay. Teachers who volunteer for supervisory lunch duty in lieu of their duty-free lunch period shall be paid at the flat rate of \$25.00. Payments made pursuant to this section constitute payment for ancillary duties; the teacher is still expected to perform all normal duties.

K. NIET LEADERSHIP TEAM

Master and Mentor teachers receive a stipend in addition to their regular salary because these teachers take on more responsibility and greater leadership roles and work a longer school day/year than is required of the career teachers. The expectation for mentor teachers includes the potential for approximately four (4) additional days, and for master teachers the expectation is approximately eight (8) additional days. The intent of the additional contract days for Master and Mentor teachers is to further the work of the school leadership team within the NIET structure. The stipend is intended to provide recognition and compensation for on- going preparation duties, conducted as a part of the job responsibilities. For a full- time master teacher, the stipend is \$9,000 per contract year. A full-time mentor teacher receives \$5,000 per contract year.

M. TRANSLATION SERVICES

Teachers who are asked to translate or provide information in person or by phone call, taking them beyond their normal teaching duties, shall keep a log identifying times/dates and services with Goshen Schools, and shall be paid at the same rate as is paid for curriculum revision work under Section H of this Article.

O. BACKGROUND CHECKS

The board will pay for the cost of ongoing background checks required by law (20% of teachers per year).

P. REQUIRED PROFESSIONAL DEVELOPMENT Teachers who are required by the Board to attend professional development outside the 184 contract days shall be paid a stipend of One Hundred Dollars (\$100) per day. This stipend only applies to full days (defined as 4 or more hours). It does not apply to TAP Core Training and Tap Summer Institute. New teachers will receive a stipend of One Hundred Dollars (\$100) per day for New Teacher Orientation, a total of Three Hundred Dollars (\$300) hundred dollars for all three (3) 3 days. The reference to 184 contract days was not bargained and is included for information purposes only.

S. DUAL ENROLLMENT OR HIGH ABILITY STIPENDS

a. Teachers participating in approved classes required to be eligible to teach a Dual Enrollment or High Ability course may receive a stipend of up to One Thousand Dollars (\$1,000) per year (not to exceed five years), to offset the cost of enrollment in such classes. GCS may adopt and enforce guidelines to implement and enforce this provision.

b. Teachers who instruct Dual Enrollment courses shall receive a stipend of Two Hundred Fifty Dollars (\$250) per semester per course.

c. Certified English Language teachers shall receive a stipend of Three Hundred Dollars/year (\$300).

Separation Benefit (Article X, begins on page 20)

Delete the reference to Section 1 because there is no section 2. Delete the language prior to the beginning of Section A. Delete Sections G and delete Appendix E.

Add at the beginning of current Section B the following: "A teacher leaving Goshen Schools with a minimum of fifteen (15) years of service to the corporation, or who meets the Rule of 75 (age plus years of experience total 75) with a minimum of ten (10) years of service to the corporation, or who is eligible for full pension benefits under IC 5-10.2, shall receive the severance benefit under this Section."

At the end of current Section B, delete "delineated below in Section C" Delete Section C.

Section D – Same contribution rates for 2020-2021 and delete rates for prior years.

Page 20, Article X

Delete Section 1.

X. SEPARATION BENEFITS

Section 1. Modification of Separation Benefits

B. ACCUMULATED SICK LEAVE RETIREMENT BENEFIT

A teacher leaving Goshen Schools with a minimum of fifteen (15) years of service to the corporation, or who meets the Rule of 75 (age plus years of experience total 75) with a minimum of ten (10) years of service to the corporation, or who is eligible for full pension benefits under IC 5-10.2, shall receive the severance benefit under this Section.

A teacher retiring from the teaching profession will receive \$45.00 for each day of accumulated sick leave up to a maximum of one hundred and fifty (150) days. He/she will receive the benefit in a cash payment to be made in June of the year of retirement, so the maximum allowable amount can be counted towards Teachers' Retirement Fund calculations. This cash payment will include two parts: (1) one part will be the maximum amount allowed by Teachers' Retirement Fund [TRF] to be included in TRF calculations and this portion will be included on the retiring employee's final pay; (2) the remaining amount of this benefit will be deposited into the retiring employee's Post-Retirement 403(b) account.

D. Contributions to VEBA and 401 (a) for new employees hired after May 1, 2011, shall begin with the signing of their sixth consecutive contract.

For the 2020-2021 school year there will be a 3.00% contribution to eligible employees' VEBA and 401(a) accounts. It shall be allocated as follows: 1.50% into 401(a) and 1.50% into VEBA accounts.

E. 401(a) Separation Benefit Qualifications:

Teachers will be vested in the separation benefit plan as follows:

1. Teachers with five (5) years of service to Goshen Community Schools shall be vested upon enrollment in the plan.
2. Beginning with 2002-03, teachers with less than five (5) years of service shall be vested upon completion of six (6) years of service to Goshen Community Schools. Teachers with less than six (6) years of service shall be vested in the plan at the rate of forty (40%) percent after three years and twenty (20%) percent additional per year thereafter until one hundred (100%) percent at six (6) years.

3. Teachers employed after May 1, 2011 who do not receive a 401(a) contribution during their first six years of service will have these years counted towards the vesting schedule. They shall be vested upon completion of their sixth consecutive year of employment.

F. VEBA Separation Benefit Qualifications:

Teachers will be vested in the VEBA separation benefit plan in either of the following two conditions:

1. Teachers who are eligible for retirement benefits (see A under this Article X for qualifications) and retire are fully vested in the VEBA benefit plan at the time of retirement.

2. Teachers who resign from the school corporation but do not qualify for retirement benefits are vested in the VEBA benefit according to the following schedule:

(a) Beginning with 2005-06, teachers shall be vested in the VEBA benefit plan at the rate of fifty (50%) percent after ten years and ten (10%) percent for each additional year thereafter until one hundred (100%) percent at fifteen years.

(b) Beginning with 2011-12, teachers whose contributions do not begin until the 6th year of consecutive employment will have the first six years of their employment included towards these vesting requirements.

Health Insurance (Article XII, Section A, begins on page 24) Paragraphs 2-5 – Delete references to historical rates/contributions. Paragraph 10 –Insurance holidays for 2020-2021.

Begin on Page 24, Article XII, Section A

XII. FRINGE BENEFITS

This provision is for the 2020-2021 contract year only. During the 2020-2021 contract year all of the following benefit contributions by GCS shall remain at the 2019-2020 contribution level with the inclusion during the 2020-2021 contract year of two added insurance Holidays listed below.

A. HEALTH AND DENTAL

Beginning August 1, 2007 previously employed teachers on less than a full-time contract shall be offered an additional enrollment period of 30 days to enroll in the GCS health insurance program. The previously employed teacher must enroll within the first 30 days of their first full time contract.

Beginning January 1, 2008, the school corporation shall offer a Health Saving Account (HSA) health insurance option (Plan C HSA) and beginning January 1, 2009, new HSA enrollees shall have one half of either \$1,000 (single) or \$2,500 (family) deposited into the employee's HSA account in January and then the remainder of the amount will be divided into equal payments and deposited monthly beginning in July. After the first year of enrollment, GCS shall deposit monthly the yearly HSA amount divided by 12 into the employee's HSA. These amounts shall be prorated if the employee retires or resigns prior to contract completion or works less than full time. Employees electing Plan C -HSA in 2010 shall continue in this plan. After January 1, 2014, new HSA enrollees shall have their monthly contributions into the employee's HSA account determined by the insurance committee with the understanding that it shall not be less than the amount delineated above or the amount during the first year of employment delineated in the next paragraph.

Beginning on October 1, 2016, all newly hired employees hired after that date and current employees presently not enrolled in any insurance plan but due to a "life event change" become eligible for coverage will only be able to enroll in the Health Saving Account (HSA) health insurance policy. During the first year of employment the school corporation will contribute the first installment of employee's annual HSA amount (first year only amount - \$1,250 single, \$2,750 family; remainder of years the amount will be delineated in insurance plan) in the first month of the employee's enrollment in the plan. All contributions will be made monthly.

1. The present policy benefits include:
 - (a) medical coverage of at least two million dollars.
 - (b) pregnancy treated as illness.
 - (c) co-insurance.

- (d) no deductibles for dental oral exams, x-rays, fluoride treatments (for children under 18 only) or cleaning.
- (e) dental shall have a \$1,500.00 maximum per year.

2. (a) Plan A: Effective January 1, 2012 the Board will pay the contribution of \$5,409.81 of the premium for a single plan for 2012 and 2013. Effective January 1, 2014 the Board will pay 80% of any premium increase up to a 5% premium increase, 60% of any premium increase between 6% and 10%, and 20% of any premium increase between 10% and up to 20% for a single plan. The contribution will remain the same as 2014 for 2015 unless the insurance committee determines the insurance reserves and insurance operating balances are not adequate. If the premium does not increase in 2014 then the formula above for 2014 will be the formula used in 2015 if insurance premiums increase.

(b) Plan C - HSA: Effective January 1, 2012 the Board will pay the contribution of \$4,409.81 of the premium for a single plan and an additional \$1,000 to the individual employee's Health Savings Account for 2012 and 2013. Effective January 1, 2014 the Board will pay 80% of any premium increase up to a 5% premium increase, 60% of any premium increase between 6% and 10%, and 20% of any premium increase between 10% and up to 20% for a single plan less \$1,000 which shall be deposited into the individual employee's Health Savings Account as per Section A. The contribution will remain the same as 2014 for 2015 unless the insurance committee determines the insurance reserves and insurance operating balance are not adequate. If the premium does not increase in 2014 then the formula above for 2014 will be the formula used in 2015 if insurance premiums increase.

3. Plan A: Effective January 1, 2012 the Board will pay the contribution of \$10,694.39 of the premium for an employee and spouse plan for 2012 and 2013. Effective January 1, 2014 the Board will pay 80% of any premium increase up to a 5% premium increase, 60% of any premium increase between 6% and 10%, and 20% of any premium increase between 10% and up to 20% for an employee and child plan. The contribution will remain the same as 2014 for 2015 unless the insurance committee determines the insurance reserves and insurance operating balance are not adequate. If the premium does not increase in 2014 then the formula above for 2014 will be the formula used in 2015 if insurance premiums increase.

4. Plan A: Effective January 1, 2012 the Board will pay the contribution of \$9,082.49 of the premium for an employee and children plan for 2012 and 2013.

Effective January 1, 2014 the Board will pay 80% of any premium increase up to a 5% premium increase, 60% of any premium increase between 6% and 10%, and 20% of any premium increase between 10% and up to 20% for an employee and child plan. The contribution will remain the same as 2014 for 2015 unless the insurance committee determines the insurance reserves and insurance operating balance are not adequate. If the premium does not increase in 2014 then the formula above for 2014 will be the formula used in 2015 if insurance premiums increase.

5. (a) Plan A: Effective January 1, 2012 the Board will pay the contribution of \$13,659.64 of the premium for a family plan for 2012 and 2013. Effective January 1, 2014 the Board will pay 80% of any premium increase up to a 5% premium increase, 60% of any premium increase between 6% and 10%, and 20% of any premium increase between 10% and up to 20% for a family plan.

(b) Plan C - HSA: Effective January 1, 2012 the Board will pay the contribution of \$11,159.64 of the premium for a family plan and an additional \$2,500 to the individual employee's Health Savings Account for 2012 and 2013. Effective January 1, 2014 the Board will pay 80% of any premium increase up to a 5% premium increase, 60% of any premium increase between 6% and 10%, and 20% of any premium increase between 10 % and up to 20% for a family plan less \$2,500 which shall be deposited into the individual employee's Health Savings Account as per Section A.

6. Teachers employed prior to 1999-2000 and not enrolled in either the single or family medical insurance plan shall be allowed to apply an amount equal to eighty percent (80%) of the Board's contribution for a singled medical plan toward an optional benefit program as adopted by the GEA and the Board of Education. Once established, the amount of this optional benefit shall not increase during the school year.

7. Married couples both teaching full time in the Goshen Schools shall receive a fully paid Health and Dental Insurance Plan, less \$1. In addition, if employed prior to 1999- 2000, one spouse shall be allowed to apply an amount equal to fifty percent (50%) of the Board's contribution for a single medical plan toward an optional benefit program as adopted by the GEA and the Board of Education. Once established, the amount of this optional benefit shall not increase during the school year. For employees hired after the 2003-2004 school year, if the Board's contribution is less than 50% of the family plan, then the Board's contribution shall be the sum for the married couple.

Married couples teaching less than full time shall receive the equivalent of one family contribution prorated to one spouse and the equivalent of one single premium prorated to the other spouse. If the total Board contribution for that couple is equal or greater to the total cost of a family premium, the couple will receive fully paid Health and Dental Insurance, less \$1. The provisions of this paragraph shall not apply to the 2016-2017 school year.

8. The Board will continue payment of its portion of health insurance premiums as required by the Family and Medical Leave Act of 1993 (currently three [3] months). The three- m o n t h period will begin with the first leave date, paid or unpaid.

9. Commencing January 1, 2018, the health benefit plans will offer an optional vision plan. Premiums for this plan will be paid by the participating teacher.

10. This provision is for the 2020-2021 contract year only. The Board will provide two insurance holidays. As a result, there will be no premiums paid by teachers or the Board for the first two pays in December of 2020.

Page 45 Appendix C

Appendix C See below

Page 44 Group 15

Add Colorado Chaperon to Group 15

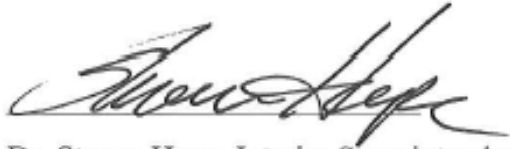
Position	Approved FTE	Group #	0-2 year pay	3-5 year pay	6+ year pay
Colorado Chaperone	2	15	\$333	\$350	\$367

Dated October 7, 2020.

For the Board

A handwritten signature in black ink, appearing to read "Bradd Weddell", written over a horizontal line.

Mr. Bradd Weddell, Board President

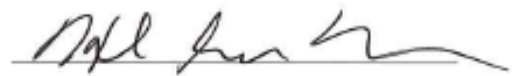
A handwritten signature in black ink, appearing to read "Steven Hope", written over a horizontal line.

Dr. Steven Hope, Interim Superintendent

For the Association

A handwritten signature in black ink, appearing to read "Melissa Mitchell", written over a horizontal line.

Ms. Melissa Mitchell, GEA Co-President

A handwritten signature in black ink, appearing to read "Hank Moore", written over a horizontal line.

Mr. Hank Moore, GEA Co-President

Appendix C
PAY DATE SCHEDULE
2020/2021

Pay Periods	Dates	Date Paid
1	8/2/2020 - 8/15/2020	8/21/2020
2	8/16/2020 - 8/29/2020	9/4/2020
3	8/30/2020 - 9/12/2020	9/18/2020
4	9/13/2020 - 9/26/2020	10/2/2020
5	9/27/2020 - 10/10/2020	10/16/2020
6	10/11/2020 - 10/24/2020	10/30/2020
7	10/25/2020 - 11/7/2020	11/13/2020
8	11/8/2020 - 11/21/2020	11/27/2020
9	11/22/2020 - 12/5/2020	12/11/2020
10	12/6/2020 - 12/19/2020	12/24/2020
11	12/20/2020 - 1/2/2021	1/8/2021
12	1/3/2021 - 1/16/2021	1/22/2021
13	1/17/2021 - 1/30/2021	2/5/2021
14	1/31/2021 - 2/13/2021	2/19/2021
15	2/14/2021 - 2/27/2021	3/5/2021
16	2/28/2021 - 3/13/2021	3/19/2021
17	3/14/2021 - 3/27/2021	4/2/2021
18	3/28/2021 - 4/10/2021	4/16/2021
19	4/11/2021 - 4/24/2021	4/30/2021
20	4/25/2021 - 5/8/2021	5/14/2021
21	5/9/2021 - 5/22/2021	5/28/2021
22	5/23/2021 - 6/5/2021	6/11/2021
23	6/6/2021 - 6/19/2021	6/25/2021
24	6/20/2021 - 7/3/2021	7/9/2021
25	7/4/2021 - 7/17/2021	7/23/2021
26	7/18/2021 - 7/31/2021	8/6/2021