

**BARGAINING AGREEMENT  
BETWEEN  
ZIONSVILLE COMMUNITY SCHOOLS  
AND  
ZIONSVILLE EDUCATORS ASSOCIATION**

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

**ZIONSVILLE COMMUNITY SCHOOLS  
AND  
ZIONSVILLE EDUCATORS ASSOCIATION**

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**2019-2021**

This Bargaining Agreement is entered into this 15<sup>th</sup> day of November 2019, by and between ZIONSVILLE COMMUNITY SCHOOLS AND ZIONSVILLE EDUCATORS ASSOCIATION.

**ARTICLE I**

**DEFINITIONS** - As used in this Agreement:

**Section 1.01** "Association" - means the Zionsville Educators Association.

**Section 1.02** "School Corporation" - means the Zionsville Community Schools of the County of Boone of the State of Indiana.

**Section 1.03** "Employee" or "Teacher" in either the singular or plural means bargaining unit member or members.

**ARTICLE II**

**TERMS AND CONDITIONS OF AGREEMENT**

**Section 2.01** Agreement Length – The term of this Agreement shall begin on July 1, 2019 and shall continue in full force and effect until June 30, 2021.

**Section 2.02** Agreement Superseding – This agreement supersedes and cancels all previous agreements, verbal or written or based on alleged past practices, between the School Corporation and the Association, and constitutes the entire agreement between the parties.

**Section 2.03** Full Force Clause – Should any Article, Section or Clause of this Agreement be declared illegal by a court of competent jurisdiction, said Article, Section or Clause shall be deleted from this Agreement to the extent that it violates the law; but the remaining Articles, Sections, and Clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted Article, Section, or Clause.

**Section 2.04** Board's Limitation – The Board construes and the Association recognizes the specific, express provisions of this Agreement as constituting limitations and being the only limitation upon the Board's right, power, authority, duties, and responsibilities to manage and direct the operations and activities of the School Corporation to the full extent authorized by law.

### **ARTICLE III RECOGNITION**

The School Corporation recognizes the Association as the bargaining agent for employees in the bargaining unit.

### **ARTICLE IV COMPOSITION OF BARGAINING UNIT**

The bargaining unit shall consist of all certificated personnel employed full-time or part-time on regular individual teacher's contracts by the School Corporation except for the Superintendent, Assistant Superintendents, Administrative Assistants, Principals, Assistant Principals, Athletic Directors, ESC level Directors and temporary teachers.

### **ARTICLE V DEDUCTION OF DUES**

**Section 5.01** Timeline – Any employee who is a member of the Association, or who has applied for membership in the Association, may sign and deliver to the Superintendent, through the Association, a form authorizing deductions of membership dues in the Association, the Indiana State Teachers Association, and the National Education Association. Deductions shall occur as soon as possible but no later than thirty (30) days following the receipt by the Superintendent of the form authorizing the deductions, which must occur prior to October 1 of each year. Board approval of this contract authorizes the treasurer to transmit said dues deducted to the ZEA on the same day that paychecks are issued.

**Section 5.02** Cancellation – Deductions may be canceled by any employee only by delivering a written request to the Association President between the first and the fifteenth calendar day of the school year. The Association President shall forward a copy of any notice received to the Superintendent as soon as possible. The deductions shall stop as soon as possible after the written request is received by the Superintendent but in any event shall be stopped within thirty (30) days after the written request is received by the Superintendent.

**Section 5.03** Continuation – Deductions shall continue from year to year unless canceled as provided in this Agreement.

**Section 5.04** ZCS Limit of Liability – The School Corporation shall not be liable to the Association, the Indiana State Teachers Association, or the National Education Association for failure to make deductions for dues.

**Section 5.05** ZEA and Teacher Responsibility – In the event of any overcharge already remitted by the School Corporation to the Association, the Indiana State Teachers Association or to the National Education Association, it shall be the responsibility of the Association alone to adjust the matter with the employee overcharged. In the event of undercharge, the School

Corporation shall (after receiving written notice of the undercharge from the Association) make correction during the next succeeding pay period.

**Section 5.06** ZEA Indemnification – The Association shall indemnify and save the School Corporation harmless against any and all claims, demands, suits or other form of liability that may arise out of or by reasons of action taken or not taken by the School Corporation in reliance upon signed forms authorizing deductions of membership dues.

## **ARTICLE VI ASSOCIATION AND EMPLOYEE RIGHTS & RESPONSIBILITIES**

**Section 6.01** Under Indiana Code 20-29-4-1 – The Board agrees that members of the bargaining unit have the right freely to organize, join and support the employees' organization for the purpose of engaging in collective bargaining. The Board further agrees that it shall not discourage, deprive, or coerce any employee in the enjoyment of any rights conferred under this contract and that it shall not discriminate against any employee with respect to hours, wages, or terms and conditions of employment by reason of his or her membership in the Association, his or her participation in any activities of the Association or collective bargaining with the Board, or his/her institution of any grievance, complaint or proceeding under this contract.

**Section 6.02** Under Indiana Law – Nothing contained in this contract shall be construed to deny or restrict any rights that a member of the bargaining unit may have under Indiana law.

**Section 6.03** Exclusive Representation – The rights and privileges of the employees' organization and its representatives, as set forth in this Article, shall be granted only to the exclusive representative under Indiana Code 20-29.

**Section 6.04** President Leave – The Association President or designee shall be provided five (5) school days of leave each semester without loss of compensation to engage in professional relations activities on behalf of the Association in the exercise of its responsibilities as the exclusive representative of teachers. The Association shall reimburse the School Corporation for the costs of the substitutes. Released time shall be in increments of at least one-half (1/2) days. A reasonable effort will be made to notify the Superintendent and the employee's building principal one (1) teaching day in advance. In addition, the President(s) of the association shall not lose pay for time spent on association duties during the contract day, so long as those activities are not conducted during times in which the president or any teacher with whom they are conferring are assigned to teaching or supervising duties.

## **ARTICLE VII SALARIES**

**Section 7.01** Salaries and ISTRF – The parties agree that the compensation changes to be affected by this Agreement are accurately reflected in Appendix A attached hereto and made part of this Agreement. In addition to the teacher’s basic salary, which includes the salary diversion amounts (Section 7.09B), the School Corporation shall pay to the Indiana State Teachers' Retirement Fund (ISTRF) an additional three percent (3%) of each teacher's salary as the teacher's contribution obligation to the ISTRF.

**Section 7.02** Extra Curricular Compensation and ISTRF

- A. The parties agree that the extracurricular compensation (ECA) which shall prevail for the term of this Agreement is accurately reflected in Appendix B attached hereto and made a part of this Agreement (numbers of positions are included for informational purposes only and were not negotiated). In addition to the basic ECA compensation provided by Appendix B, the School Corporation shall pay to the ISTRF an additional three percent (3%) of each employee's ECA amount as the faculty member's contribution obligation to the ISTRF and an amount equal to that described in Section 7.09 of this current Bargaining Agreement.
  
- B. The initial placement on the ECA schedule may be made by the School Corporation provided however, the final placement shall be forthwith negotiated with the exclusive representative during the next statutory bargaining period.

**Section 7.03** Determination of Placement within Salary Range

- A. In all cases responsibility for securing the notification and proof necessary to receive the benefits in this section is the employee’s; and the official notification verification certification required within this article shall be in the form of an original transcript as provided by the college at the employee’s request and by the dates indicated below. Exceptions may be made by the Superintendent only for those enrolled in classes which end in August. The Superintendent, or designee, will evaluate the training and experience of all applicants for positions. Experience will be evaluated as to its value to the School Corporation and credit may or may not be allowed for any or all prior teaching experience. Training will be established by an official transcript furnished by the employee to the Superintendent, or designee, prior to 4:00 p.m. of the fifth workday of the employee’s school year contract. The Superintendent, or designee, shall provide all employee candidates a copy of this policy before or at the time the employee candidate submits a written application for employment with the School Corporation. The Superintendent has the ability to offer a higher salary for hard-to-fill positions taking into consideration factors such as current Zionsville Community Schools teacher salaries and market conditions.

The employee acknowledges that the initial determination as to the placement within the salary range shall continue to remain in place for all future years, and that any increases shall be calculated from the beginning of the first year’s contract of the employee with Zionsville Community Schools. The employee acknowledges that there will be no future retroactive determination of actual experience, for the purpose of advancing the employee on the salary range.

**Section 7.04** State and Out of District Meetings – If an administrator specifically requests in writing that an employee attend a state mandated or out of district meeting during the summer break, the employee shall receive his pro-rata per diem rate. The employee shall assign to the School Corporation any salary reimbursement or stipends (other than for mileage) paid by outside agencies for meeting attendance.

**Section 7.05** Salary Computation for Part-Day Employees –

- A. Employees who teach part of the day shall have their contract computed on the basis of six periods, not seven, based on the assumption that the seventh period is for preparation. The percentages applied to part-time teaching contracts are as follows: One period  $16 \frac{2}{3} \%$ , two periods  $33 \frac{1}{3} \%$ ; three periods – 50%, four periods –  $66 \frac{2}{3} \%$  and five periods –  $83 \frac{1}{3} \%$ .
- B. Leave Calculation for Part-Day Employees – Leave days shall accrue per the Bargaining Agreement; however, these will count as the equivalent of the employee's part day. Should an employee change their part day in subsequent years then days accumulated during the part day assignment shall mathematically be converted to the then current assignment. The converse is also true so that should an employee move to half day from full day then his/her accumulated leave time would double but would be a half-day amount. For purposes of severance only full days are considered and converted.
- C. *The assignment provisions in the following paragraph were not bargained but are included in this Agreement for informational purposes only.* Additional salary provision for teaching an additional seventh period – While the normal and expected class load per secondary employee is six periods taught with one period for preparation in a seven period day, should student selection warrant a need then the superintendent may determine to post an opening for an additional class period to be taught. Said class may be within the regular student school day or outside the regular student school day. Acceptance of the responsibility to teach this class shall be strictly voluntary; in the case of multiple volunteers then the employee with the greatest seniority within ZCS shall be selected. Any employee selected must be certified to teach that subject. No additional provisions for leaves as designated in Article IX shall be provided. However, additional financial benefits based upon one-sixth (.16%) of that employee's salary shall be paid as an addendum to the employee's regular contract. It is understood that the acceptance of this additional period will be only for one year only or for one semester only as posted, and that this arrangement shall not be construed to be ongoing, nor a part of any employee's regular continuing contract.
- D. As of the 2018-2019 school year, all kindergarten teachers will be compensated at a full-time equivalent/1.0 rate, provided the teacher is working a full contract day

**Section 7.06** Basis for Determining Per Diem Rate during Summer Programs – When a summer program begins before June 30 of any year, payment for such program will be based upon the compensation in effect ending with June 30 of that year. When a program begins on or after July 1 of any year, payment will be based upon the negotiated salary in effect beginning with July 1 of that year.

**Section 7.07** Building Closure Grade Relocation - In the event of a building opening or closure or entire grade relocation, then the affected employees will receive a stipend equal to the “Overnight Field Trip Elementary” rate. This stipend is intended to compensate for the ancillary duties of packing and moving required for this event.

**Section 7.08** Homebound Instruction – An employee who provides homebound instruction shall be paid their hourly rate for this ancillary duty. Hourly rate shall be calculated by taking the daily rate and dividing it by the hours contracted.

**Section 7.09** IRS Code Section 403(b) Annuity and Custodial Mutual Funds Plan

- A. Program - The School Corporation has established a tax-deferred retirement plan described in IRS Code Section 403(b) (PLAN) for all certified personnel. The PLAN includes provisions allowing salary reduction contributions, employer contributions, and other elective employee contributions. Subject to the provisions of the IRS code, the PLAN is fully and immediately vested for contributions, is portable, and establishes the rights of PLAN participants to loans and hardship withdrawals.
- B. Salary Settlement Diversion - Two and one-half (2½) percent of each employee’s basic salary as provided in Appendix A, prorated for full-time equivalency, shall be diverted from the employee’s salary to a PLAN account established for the participating employee. Participating employees may voluntarily match or exceed the scheduled amounts.
- C. Taxation and ISTRF - The salary settlement diversion contributions (7.09B) are salary reduction contributions that are subject to Social Security and Medicare taxes, and a teacher’s salary settlement diversion contributions are includible in the teacher’s compensation reportable to ISTRF. It is otherwise intended that salary settlement diversion contributions shall not to be subject to income tax when contributed to the PLAN.
- D. Plan Administration -  
The parties' respective bargaining teams shall be empowered to act as the 403(b) Joint Steering Committee. The Committee shall have the authority to establish the tax-deferred PLAN, select the PLAN sole source vendor by mutual agreement, provide training and information to the participants, and any other function necessary to implementing this section.

**Section 7.10** Ancillary duty payment for substitute teaching by periods becomes compensatory time – Should the necessity arise that teachers be called into substitute teacher duty during their prep time, a compensatory hour will be provided. The accumulation of six of these hours shall provide the teacher with one compensatory day, which will carry over yearly solely for this purpose.

**Section 7.11** Any savings obtained from a reduction in substitute teacher costs will be equally distributed, as a stipend, among teachers: employed at the time of the distribution; rated highly effective or effective on the evaluation for the preceding school year; were employed for at least 120 days in the preceding school year; and who took fewer than three sick or personal days in the preceding school year.



## **ARTICLE VIII GRIEVANCE PROCEDURE**

### **Section 8.01**

- A. Definition – The term "grievance" shall mean, and shall be limited to, an alleged violation or claimed misinterpretation of a specific Article or Section of the Agreement.
- B. The term "grievant" shall mean, and shall be limited to, the school employee(s) making the grievance and who is (are) directly affected by the alleged violation or claimed misinterpretation of specific Article or Section of this Agreement.
- C. The term "days" shall mean calendar days.

### **Section 8.02**                      Procedure and Guidelines

- A. Within ten (10) days of the time that the grievant knew, or reasonably should have known of the grievance, the grievant, at a time other than when assigned to supervise students, shall present the grievance to the building principal or designee, who will respond within ten (10) days of receiving the grievance.
- B. If, as a result of the informal discussion with the building principal, a grievance still exists; the grievant may invoke the formal grievance procedure. The form shall be available from the Principal's office in each building. A copy of the grievance form shall be delivered to the principal within ten (10) days of receipt of the response of the grievant's building principal, or designee as provided for under Section 8.01A. If the grievance involved more than one (1) school building, it may be filed with the Superintendent or his appointed designee within the same ten (10) daytime periods.
- C. The grievance shall (1) name the employee involved, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this Agreement alleged to be violated, (4) state the contention of the grievant with respect to the grievance and, (5) indicate the specific relief requested.
- D. Within ten (10) calendar days of receipt of the grievance, the principal or, if the grievance involves more than one school building, Superintendent or his appointed designee, shall meet with the Association in an effort to resolve the grievance. The principal, or, if the grievance involves more than one school building, the Superintendent or his appointed designee, shall indicate the disposition of the grievance, in writing, within five (5) calendar days of such meeting and shall furnish a copy to the Association.
- E. If the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within ten (10) calendar days of such meeting, the grievance shall be transmitted to the Superintendent within ten (10) days of receipt of the written disposition as provided for under Section 8.02D. Within ten (10) calendar days, the Superintendent or his designee shall meet with the Association on the grievance and shall indicate his disposition of the grievance, in writing, within ten (10) calendar days of such meeting and shall furnish a copy to the

Association.

- F. If the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within ten (10) calendar days of such meeting, the grievance shall be transmitted to the School Board within ten (10) days of receipt of the written disposition of the Superintendent. The School Board shall review the grievance. The School Board shall indicate its disposition of the grievance, in writing, within ten (10) days of the review.
- G. If the Association is not satisfied with the disposition of the grievance by the School Board, or if no disposition has been made within ten (10) calendar days of such review, the grievance may be submitted to binding arbitration before an impartial arbitrator selected through the American Arbitration Association.
  - 1. The selection of the arbitrator shall be made by requesting the American Arbitration Association to name a panel of seven (7) arbitrators from which will be selected an arbitrator by each party alternately striking off a name and the remaining name shall be the arbitrator. All arbitrators on a panel must be members of the National Academy of Arbitrators. The party requesting arbitration shall strike off the first name. There shall be no prestriking of arbitrators by either party.
  - 2. The rules, which govern the arbitration proceedings, shall be in accordance with the rules of the American Arbitration Association.
  - 3. The Board and the Association shall not be permitted to assert in such arbitration proceedings any ground or to rely on any evidence not previously disclosed to the other party.
  - 4. Both parties agree to be bound by the award of the arbitrator.
  - 5. The fees and expenses of the arbitrator shall be borne equally by the Board and the Association.

## **ARTICLE IX LEAVES FOR EMPLOYEES ON ACTIVE DUTY**

### **Section 9.01**                      Sick Leave

- A. Sick Leave – Each employee whose salary is computed under the provisions of Section 7.10 shall receive zero (0) sick days at the beginning of each year of service in the School Corporation. Each employee whose salary is computed under the provisions of Sections 7.01 shall receive seven and one-half (7.5) sick days at the beginning of each year of service in the School Corporation. These sick leave days may be used to be absent from work due to personal illness, quarantine, and for illness in the employees' immediate family, or the birth of a child by his wife, without loss of compensation.

Immediate family shall be defined as spouse, child, sister, brother, mother, father, mother-in-law, father-in-law, grandparent, grandchild and any other member of the family unit living in the same household. Unused sick leave days may accumulate from year to year without limitation.

- B. Sick Leave Bank and Procedures – A sick leave bank has been established for use by any employee who has exhausted their total accumulation of sick leave days and had five days of unpaid leave and

has an emergency need for either continuous or intermittent leave for the same personal illness/injury. Procedures will be as follows for the operation of the bank. Membership is ongoing and a member may not withdraw after joining.

1. The Superintendent or designee will survey all new employees and make a list of all new employees who, prior to 4:00 p.m. of the fifth work day of the employee's school year contract, respond that they will voluntarily contribute one sick leave day for the sick leave bank and thereby join and become eligible for sick leave bank usage. Employees are allowed the opportunity to join in their first year of their employment and as part of annual open enrollment for benefits.
  2. To facilitate the development of the sick bank procedures, participating members will each be assessed one day following the 2017 open enrollment period for health care benefits. Thereafter, assessment will be governed by paragraph 5 below
  3. When there is a perceived emergency need for using sick leave bank days for a member or more than one member simultaneously then the ZEA President or designee and the Building Principal or designee may jointly, in writing, petition the Superintendent or designee for the use of sick leave bank days for a named member(s). Past leave usage history will be a strong consideration in determining whether a request for usage of sick leave bank days will be granted.
  4. No member will be required to contribute a day until the member has accrued 10 days and has been employed with the school for at least two years. Any member with 3 or more years of service and less than 10 days at the end of open enrollment will be assessed a day the following school year when new days are distributed.
  5. Should the sick leave bank's number of days fall below 100, then the Superintendent or designee will assess one day from each participating member following the guidance in item (4).
  6. A report on sick leave bank utilization and days in the bank will be provided as part of corporation Discussion meetings. The Superintendent or designee will maintain a list of all participants that will be made available to the ZEA President.
  7. Sick leave bank usage for any member will cease:
    - a. When the member successfully returns to duty;
    - b. When the member becomes eligible for the school's long-term disability program; or
    - c. If abuse is substantiated and the Superintendent decides to terminate usage in the best interest of all school members.
- C. Superintendent or designee may charge two leave days for leave used on days designated as high absenteeism days. The Superintendent or designee will consider whether the teacher has any history of such absences and will issue a communication to teachers who appear to be developing a pattern of such absences. A history/pattern will not include FMLA or special

circumstances as determined by the Superintendent or designee. If such an absence occurs again after the communication, the Superintendent or designee will likely charge two leave days under this provision.

**Section 9.02** Bereavement Leave

- A. Immediate Family not spouse or child – Each employee shall qualify for bereavement leave for death in the employee's immediate family for a period of not more than five (5) consecutive school days or seven (7) consecutive calendar days beyond such death. Immediate family shall be defined as sister, brother, mother, father, mother-in-law, father-in-law, grandparent, grandchild, brother-in-law, sister-in-law, daughter-in-law, son-in-law, or any other member of the family unit living in the same household. Bereavement leave of one (1) calendar day shall be granted for the death of other family members. With prior permission of the Superintendent, up to three (3) days may be deferred until a later date to settle legal or other matters related to the death of the loved one.
- B. Spouse or Child – In the case of the death of a spouse or child, each employee shall qualify for bereavement leave of up to ten (10) consecutive school days or fourteen (14) consecutive calendar days. At the conclusion of this time, the employee may exercise an option to take an unpaid leave of absence for a maximum time of six months. The employee may return with the beginning of any grading period by providing the building principal with three (3) weeks' notice of intent to return. The School Corporation shall maintain existing health insurance coverage on the employee during this bereavement leave of absence at the employee's expense. With prior permission of the Superintendent, up to three (3) days may be deferred until a later date to settle legal or other matters related to the death of the loved one.

**Section 9.03** Personal Business Leave

- A. Amount – Each employee shall be entitled to be absent from work three (3) days each school year for the transaction of personal business or the conduct of personal or civic affairs. Such leaves may be used in whole or half day increments. Requests for personal business leave should be made 48 hours in advance in writing to the building principal. In cases of emergency or other similar unforeseen circumstance, requests may be made orally to both the substitute coordinator and the building principal.
- B. Employees are discouraged from using personal business leave on staff development days or to extend a school vacation. If used on a staff development day then the employee remains totally responsible for securing the learning lost from their being absent during that activity.
- C. Accumulation – If an employee does not use all of the personal business leave in a given school year, the remaining personal business leave shall be accumulated for use in later school years, except that no more than a total of two (2) days may be accumulated from earlier school years for use as personal business leave, so that the maximum total personal business leave available in any one school year is three (3) days earned during the school year and up to two (2) days accumulated from earlier school years or a total of five (5) days.
- D. Conversion to Sick Leave – Any unused personal business leave not accumulated for use in later years as personal business leave shall be added to the employee's accumulated sick leave.
- E. Superintendent or designee may charge two leave days for leave used on days designated as

high absenteeism days. The Superintendent or designee will consider whether the teacher has any history of such absences and will issue a communication to teachers who appear to be developing a pattern of such absences. A history/pattern will not include FMLA or special circumstances as determined by the Superintendent or designee. If such an absence occurs again after the communication, the Superintendent or designee will likely charge two leave days under this provision.

**Section 9.04** Court Duty Leave – Teachers will be excused for jury duty or when subpoenaed to appear as a witness in court in a matter related to school employment. The employee is to turn in any reimbursement (but not mileage) received for such services to the Superintendent and will receive full pay from the School Corporation for the days involved.

**Section 9.05** Maternity Leave – Any employee who is pregnant may continue in active employment as late into her pregnancy as she desires, if she is able to fulfill the requirements of her position. Leave taken that is related to or caused by the employee's pregnancy shall be governed by the following:

- A. Any employee who is pregnant is entitled to a leave of absence of up to one year, with such leave to be taken at any time between the commencement of her pregnancy and the first anniversary of the birth of the child. This year may be extended to coincide with the end of the next school year or the end of the next semester with permission of the principal and Superintendent.
- B. The period of physical incapacitation, as designated by the employee's attending physician, may be charged, at the teacher's discretion, to her available sick leave provided that acceptable certification of the extended period of physical incapacitation is submitted from an attending physician.
- C. The leave of absence shall be deemed to be a leave taken under the provisions of the Family and Medical Leave Act (FMLA) and shall be subject to the provisions of that act for up to a maximum of twelve (12) calendar weeks. Beginning with the first day of the thirteenth week of the leave of absence, the FMLA is no longer applicable. Responsibility for the payment of insurance premiums shall be allocated between the employee and the school corporation as provided in Section 10.08 A of this Collective Bargaining Agreement for the initial 12 weeks of the leave of absence. The employee shall have sole responsibility for the payment of insurance premiums as provided in Section 10.08 B of this Collective Bargaining Agreement for that portion of the leave of absence for which FMLA is not applicable.
- D. The employee shall provide the Superintendent with no less than thirty (30) days' notice before the date the leave of absence is to begin or if the employee wishes to request an adjustment to their previously established return-to-work date. However, in case of medical emergency caused by pregnancy or childbirth, the employee shall be granted leave immediately upon her request. Certification of the emergency from an attending physician shall be provided at the beginning of such leave, or as soon thereafter as is practicable. The employee's leave in such cases shall be charged to her available sick leave. Leave required by such medical emergency shall be unpaid only to the extent, if any, to which the employee's leave exceeds the employee's available sick leave balance.

**Section 9.06**

- A, Educational Leave – An employee shall be granted an educational leave not to exceed one (1) school year provided that employee:
  - 1. Has at a minimum completed four (4) years of teaching experience in the School Corporation.
  - 2. Has requested the educational leave on or before April 1 of the school year prior to the school year of leave.
  
- B. Reemployment – Any educational leave granted shall be without jeopardy to reemployment the following school year in a position within the employee's area of certification provided the employee provides, by August 1 following the school year of leave, a document from a college or university which verifies the enrollment and attendance of the employee as a full-time student during the school year of leave.
  
- C. Experience Credit – An employee taking an educational leave under this Article shall retain full credit for the same number of years of experience held when the leave was granted.

**Section 9.07** Paternity and Adoptive Leave – Paternity or adoptive leave shall be granted for the first or second year, but not both, and for a total of up to one year, following the birth or placement of an employee's child, without pay. If the necessity for leave is foreseeable based on the expected birth or placement, the employee shall provide the Superintendent with not less than thirty (30) days’ notice before the date the leave is to begin. If the date of birth or placement requires the leave to begin in less than thirty (30) days, the employee shall provide such notice as is practicable.

**Section 9.08** Family and Medical Leave Act (FMLA) of 1993 –FMLA shall not reduce an employee’s entitlement to leave, fringe benefits, or reinstatement provided by this contract.

**ARTICLE X  
BENEFITS DURING TERM OF EMPLOYMENT**

**Section 10.01 Group Health/Dental/Vision Insurance Program**

A. School Corporation Contribution to Health and Dental Insurance Premium – The School Corporation shall pay the following percentage each month toward the monthly premium for each full-time employee who elects to participate in the combined group health and dental insurance program.

Employee	92% of monthly premium
Employee and Spouse	71% of monthly premium
Family	71% of monthly premium
Employee and Child	71% of monthly premium

B. Part-time employees working at least 0.75 full-time equivalent (FTE) will receive the full employer premium contribution. Part-time employees working less than 0.75 but at least 0.6 FTE will receive 60% of the employer contribution established above. Part-time employees working less than 0.6 but at least 0.5 will receive 50% of the employer contribution established above.

- C. Effective January 1, 2019, the health insurance option generally known as “the Green Plan” will become a High Deductible Health Plan/Health Savings Account. Employees selecting this option qualify for a Health Savings Account if they have no other health insurance coverage, are not enrolled in Medicare, and cannot be claimed as a dependent on another individual’s tax return.
- D. The School Corporation will make contributions into current employees’ HSAs in January and September of each year of this Agreement (contributions will be made from school corporation funds, as opposed to Trust funds):
1. In January and again in September of each year of this Agreement, \$250 will be deposited for employees electing single HDHP coverage and \$500 for employees electing any other HDHP coverage option (for a total possible annual contribution of \$500 for employees electing single coverage and \$1,000 for employees electing any other HDHP coverage option).
  2. To be eligible for either contribution, an individual must be an employee on the date of the distribution of the contribution. An employee who begins employment after the conclusion of the open enrollment period will not be eligible for the January contribution in the following year. Employees who begin employment after January 1 will have the September contribution prorated by the proportion of weeks for which they are employed in that calendar year (for example, an employee who begins work February 4, 2020 and elects single coverage will not receive a contribution for January and will receive a contribution for September of  $\$225.96 \{ \$250 - [(5/52) \times \$250] \}$ ).
- E. For 2019, the HDHP will have the following features:

	Employee-only Coverage	Family Coverage
Deductible	\$2,400	\$4,800
Co-Insurance	20%	20%
Maximum annual deductible and other out-of-pocket expenses*	\$3,400	\$6,800

\*This limit doesn’t apply to deductibles and expenses for out-of-network services if the plan uses a network of providers. Instead, only deductibles and out-of-pocket expenses for services within the network should be used to figure whether the limit applies.

Employee-only HDHP coverage is an HDHP covering only an eligible employee. Family HDHP coverage is an HDHP covering an eligible employee and at least one other individual (whether or not that individual is an eligible individual).

- F. As is past practice, the deductible and total premium amounts will be decided by the insurance committee. The insurance committee will consist of members of the bargaining team for each year.
- G. School Corporation Contribution to Vision Insurance Premium – The School Corporation shall pay \$2.34 toward the monthly premium for a vision care program for each employee.

**Section 10.02 Group Disability Insurance** – The School Corporation shall provide a long-term disability income insurance program covering all employees which provides a benefit of sixty-six and two-thirds percent (66 2/3%) of the monthly salary after a ninety-day (90) qualifying period.

**Section 10.03 Group Term Life Insurance** – The School Corporation shall provide a term life insurance program covering all employees which provides Fifty Thousand dollars (\$50,000) accidental death and dismemberment benefit. Retirees may continue to participate in the plan at their own expense until they reach age 65. Current retiree participants in the paid-up life benefit will be allowed to continue, active employees who are at least 65 years of age as of July 1, 2015 will be allowed to participate, but no other new participants will be added after the ratification date of this agreement, and the program will be discontinued when benefits have been distributed to all participants as established in this section. Employees may purchase supplemental coverage for themselves, their spouse, and/or dependent(s) in excess of the contract amount at their own expense and subject to the underwriting provisions of the carrier.

**Section 10.04 Section 125 Benefits** – Benefits provided by Section 125 of the Internal Revenue Code shall be made available to any employee upon written request.

**Section 10.05 In-District Travel** – Employees will be reimbursed at the rate established by the School Board for travel required of their position and approved in advance by their building principal. Any employee with assignments in more than one building will be assigned by the Superintendent to one building for purposes of determining travel reimbursement. Such an employee will be reimbursed for travel for the distance between the assigned building and another building for the days that the employee's assignment is in such other building.

**Section 10.06 Wage Payment Arrangement**

- A. Employees may elect to receive payment of their basic salaries in either twenty-one (21) or twenty-six (26) equal payments. The selection of the number of pays shall be made by each employee in writing to the Superintendent's office no later than June 15 prior to the contract year. If an employee fails to make such a selection by this date, the employee shall be paid in twenty-six (26) payments. An employee's number of payments may be modified by adjustments for length of individual contract, absence with loss of pay, payroll deductions, and like factors.
- B. Summer School Payments – Summer school salaries shall be paid in three separate checks beginning with the second pay in June or the next regularly scheduled payroll distribution following the submission of required claims and/or time sheets, whichever is applicable.

**Section 10.07 Balance of Payment Due** – A teacher may request, in writing, prior to March 15, that the balance of salary due and payable as of the close of the term of the teacher's contract be paid. With such notice, said balance will be paid to said teacher not later than the first payday following receipt by the Board of its local June property tax distribution settlement, provided the term of the teacher's individual contract has expired.



**Section 10.08 Insurance while on Leave of Absence**

- A. FMLA Leave – The School Corporation's payments in support of insurance programs provided by this article shall continue during any FMLA leave.
  
- B. Leaves other than FMLA - An employee who has been granted an unpaid leave of absence from teaching IN EXCESS OF FMLA LEAVE OR NOT GOVERNED BY FMLA may choose to continue in the School Corporation's group, medical and dental insurance programs at the employee's sole expense, provided the total premium charged for coverage is received by the Corporation's business office prior to the due date each month. Any unpaid days taken prior to accessing sick bank leave under Section 9.01, Paragraph B shall not qualify as a “Leave Other than FMLA” and the school corporation’s payment in support of insurance programs shall continue during such days. In addition, any unpaid leave of less than one complete pay period shall not qualify as “Leave Other than FMLA” and the school corporation’s payment in support of insurance programs shall continue during such days.

**Section 10.09 Direct Deposit and Annuity Deductions**

- A. Direct Deposit by Electronic Transmission - Employee shall designate a financial institution to which salary payments shall be electronically transferred as direct deposits.
- B. Annuity Deductions Procedure
  - 1. Written Authorization – Upon receipt of the written authorization of an employee, the School Corporation shall deduct the amount designated by the employee for annuity payments and remit that amount to the employee's designated annuity provider. The School Corporation shall make designated deductions for tax sheltered annuities to new companies who have qualified for payroll deductions in accord with IC 20-28-9-18 Existing companies shall be grand fathered deductions as long as authorized deductions remain in force.

**Section 10.10 Workers Compensation** – If an employee is absent due to injury within the scope of employment which is determined to be covered by Workers Compensation insurance, then the employee will be paid during the resulting absences without an interruption of compensation and the absences will not be charged against the employee's sick leave for the time verified by the attending physician. This will continue under the Workers Compensation coverage or until the employee is qualified for Long Term Disability coverage, whichever is earliest. The employee will assign to the School Corporation any salary reimbursements received from the carrier.

**ARTICLE XI  
BENEFITS FOR RETIREMENT AND SEVERANCE FROM EMPLOYMENT**

**Section 11.01 Retirement Benefits**

- A. Definition of Retirement Benefits-Each employee shall receive an additional 1.25% of their teaching contract salary that will be deposited into an account that the employee will use for purposes of their retirement from the Zionsville Community Schools. This 1.25% of their teaching salary shall be deposited into the accounts listed in Section 11.01(B).
  
- B. Definition of Types of Retirement Accounts-An IRS Section 401(a) Deferred Retirement Plan

Account and an IRS Section 501(c) (9) Voluntary Employees' Beneficiary Association (VEBA) Plan Account will be created for each employee. Of the 1.25% of an employee's salary referred to in Section 11.01(A), 0.5% of that amount will be deposited into the 401(a) Account and the remaining 0.75% of that amount will be deposited into the employee's VEBA Account. The payment will be made to the plan carrier consistent with the date of each normal payroll payment to the employee.

- C. 401(a) and VEBA Joint Steering Committee-The parties' respective bargaining teams shall be empowered to act as the 401(a) and VEBA Joint Steering Committee. The Committee shall have the authority to establish the IRS Qualified 401(a) and VEBA Plans, select the Plan's vendor(s) by means of mutual agreement, provide education and information to the participants through the vendor selected, monitor and make recommendations to the parties regarding the vendor and plan, and any other functions necessary to the implementation of the plan. This same committee shall be empowered to also oversee the 403(b) Joint Steering Committee, as stated in Section 7.09 C with the same authority as the 401(a) and VEBA Joint Steering Committee.

**Section 11.02            Vesting**

- A. Vesting Schedule-A vesting schedule has been created for all employed employees subject to the provisions of Section 11.01 and shall apply to both the 401(a) Account and the VEBA Account for that employee. This vesting schedule shall be based solely upon the years of experience in the Zionsville Community Schools and will be according to the following:

Zero to 4 years experience	0%
5 years experience	50%
6 years experience	60%
7 years experience	70%
8 years experience	80%
9 years experience	90%
10 or more years experience	100%

- B. Waiver of Vesting-This vesting schedule shall not be applicable to any employee in the event of the employee's death or total disability. In such case, the total amount in the employee's 401(a) Account and the employee's VEBA Account will be full vested and assignable to the employee's eligible beneficiary, if any, subject to applicable Federal and State statutes.
- C. Forfeited Funds-To the extent allowed by IRS regulations, any and all 401(a) Account and VEBA Account funds forfeited by an employee as a result of the employee separating their employment without vesting in part or in whole, shall continue to be held in the 401(a) Plan or VEBA, as applicable, and will be used to offset the School Corporation's obligations to make employer contributions to the 401(a) Plan and VEBA in the future.

**Section 11.03 Substitute Teaching after Retirement** An employee who retires from the Zionsville Community Schools is eligible to participate in the Emeritus Substitute Teacher Program, which will entitle the employee to substitute employee pay in the amount of a sum which is 20% greater than the then standard substitute employee's daily rate of pay.

**Section 11.04 Group Term Life Insurance after Retirement** Retirees may continue to participate in the plan, outlined in Section 10.03, at their own expense, and with use of VEBA Account money, if so desired, until they reach age 65. Retiree's eligibility, if any, to purchase supplemental coverage for them, their spouse, or their dependent(s) during the period of their retirement at their own expense shall be subject to the underwriting provisions of the carrier.

**Section 11.05 IRS 457 Plan** An IRS Section 457 Deferred Compensation Plan Account will be created for each employee so wishing to have an account created for their benefit. The 401(a) Plan Carrier will assist the employee in all steps necessary for the creation of this account and deductions from the employee's salary from the School Corporation into this account.

**ACCEPTANCE OF AGREEMENT**

**Accepted by the Zionsville Community Schools**


  
\_\_\_\_\_  
President of the Board of School Trustees


  
\_\_\_\_\_  
Vice President of the Board of School Trustees

  
\_\_\_\_\_  
Secretary of the Board of School Trustees

  
\_\_\_\_\_  
Board Member

  
\_\_\_\_\_  
Board Member

  
\_\_\_\_\_  
Superintendent of the Zionsville  
Community Schools

  
\_\_\_\_\_  
Chief Financial Officer of the Zionsville  
Community Schools

**Accepted by the Zionsville Schools Educators**

  
\_\_\_\_\_  
Zionsville Educators  
Association Chairman of the  
Negotiations Committee

  
\_\_\_\_\_  
ZEA Bargaining Team Member

  
\_\_\_\_\_  
ZEA Bargaining Team Member

  
\_\_\_\_\_  
ZEA Bargaining Team Member

\_\_\_\_\_  
ZEA Bargaining Team Member

(Ratified in Membership Meeting November 6, 2019)  
(Ratified in Public Board Meeting November 15, 2019)

Appendix A  
**Zionsville Community Schools**  
Salary Range and Compensation Plan

The salary range is \$42,000-\$91,842.92 without TRF contributions and before the increases negotiated under this Agreement.

*Eligibility for Salary Increase:*

To be eligible for an increase, a returning teacher must have worked 120 days during the preceding year.

No teacher rated ineffective or needs improvement will receive any increase for the year following the ineffective or needs improvement rating, except for teachers eligible under IC 20-28-9-1.5(f).

Newly hired teachers for 2019-2020 are eligible for a salary increase in both years of this Agreement. Newly hired teachers for 2020-2021 are not eligible for a base salary increase for that year.

*Compensation Model and Salary Increase Amounts*

Eligible teachers will receive salary increases based upon the following compensation model:

For 2019-2020:

\$2,300 will be awarded to eligible teachers rated effective or highly effective on the *evaluation* for the preceding school year and teachers eligible under IC 20-28-9-1.5(f)

The following amounts will be awarded to eligible teachers under the *Academic Needs 1* factor, which is a teacher retention catch up and is defined as the need to retain particular teachers making less than teachers who were hired at higher salaries with comparable education and experience:

- Teachers with a 2018-2019 base salary less than \$44,228 will receive \$326 on the base.
- Teachers with a 2018-2019 base salary between \$44,228 and \$48,504 will receive \$977 on the base.
- Teachers with a 2018-2019 base salary between \$48,505 and \$60,840 will receive \$1303 on the base.
- Teachers with a 2018-2019 base salary greater than \$60,840 will receive \$651 on the base.

*Academic Needs 2* (Career Index Adjustment) is defined as the need to assure a succession planning process when a teacher retires that minimizes impact on students.

- Employees who have been rated effective or highly effective on the most recent evaluation are eligible under this *Academic Needs 2* factor for an additional salary computation provided they are 100% vested for retirement benefits, as per section 11.02A Vesting, by the date of the initial career index adjustment payment. An employee may request a one-time Career Index Adjustment of .15 of the starting salary in Appendix A-1, 70% of which is based on earning an effective or highly effective *evaluation* and 30% of which is based on employee's *experience* (10 years of experience is required to receive 30% of this increase).

- This index adjustment would be the basis of payment (a base salary adjustment) to the employee's contract for that year and (up to) the subsequent four (4) school years, provided that the following conditions are met at the time the request for the Career Index Adjustment is requested:
  - Irrevocable Letter of Resignation - The employee submits an irrevocable letter indicating their resignation from the teaching profession at the end of the fifth year that the Career Index Adjustment is granted. This letter must be presented to the Superintendent, for approval, no later than July 1 of the year prior to the beginning of the adjustment being received.
  - Reversal of Irrevocable Letter of Resignation - If an event occurs that would cause the employee to reconsider his or her resignation, the Superintendent may rescind the letter of resignation and allow the employee to continue employment with the School Corporation with the understanding that the employee will forfeit any remaining adjustment amounts that would be forthcoming. In order for the Superintendent to consider such action, the employee shall present a letter to the Superintendent, no later than March 1 of the originally requested year of resignation, explaining the circumstances surrounding the change in resignation date.

For 2020-2021:

\$1,025 will be awarded to eligible teachers rated effective or highly effective on the *evaluation* for the preceding school year and teachers eligible under IC 20-28-9-1.5(f).

The following amounts will be awarded to eligible teachers under the *Academic Needs 1* factor, which is a teacher retention catch up and is defined as the need to retain particular teachers making less than teachers who were hired at higher salaries with comparable education and experience:

- Teachers with a 2018-2019 salary less than \$44,228 will receive \$173 on the base.
- Teachers with a 2018-2019 salary between \$44,228 and \$48,504 will receive \$519 on the base.
- Teachers with a 2018-2019 salary between \$48,505 and \$60,840 will receive \$692 on the base.
- Teachers with a 2018-2019 salary greater than \$60,840 will receive \$346 on the base.

*Academic Needs 2* (Career Index Adjustment) is defined as the need to assure a succession planning process when a teacher retires that minimizes impact on students.

- Employees who have been rated effective or highly effective on the most recent evaluation are eligible under this *Academic Needs 2* factor for an additional salary computation provided they are 100% vested for retirement benefits, as per section 11.02A Vesting, by the date of the initial career index adjustment payment. An employee may request a one-time Career Index Adjustment of .15 of the starting salary in Appendix A-1, 70% of which is based on earning an effective or highly effective *evaluation* and 30% of which is based on employee's *experience* (10 years of experience is required to receive 30% of this increase).
- This index adjustment would be the basis of payment (a base salary adjustment) to the employee's contract for that year and (up to) the subsequent four (4) school years, provided that the following conditions are met at the time the request for the Career Index Adjustment is requested:
  - Irrevocable Letter of Resignation - The employee submits an irrevocable letter indicating their resignation from the teaching profession at the end of the fifth year that the Career Index Adjustment is granted. This letter must be presented to the Superintendent, for approval, no later than July 1 of the year prior to the beginning of the adjustment being received.
  - Reversal of Irrevocable Letter of Resignation - If an event occurs that would cause the employee to reconsider his or her resignation, the Superintendent may rescind the letter of resignation and allow the employee to continue employment with the School Corporation with the understanding that the employee will forfeit any remaining adjustment amounts that would be forthcoming. In order for the Superintendent to consider such action, the employee shall present a letter to the Superintendent, no later than March 1 of the originally requested year of resignation, explaining the circumstances surrounding the change in resignation date.

### *Redistribution*

Any money that would have been given to teachers rated ineffective or needs improvement will be equally distributed among all teachers rated effective or highly effective as a one-time stipend.

ECA Schedule (Appendix B) The ECA base will be \$9,101 and shall remain at that level for the duration of this Agreement.

# APPENDIX A-1

## Salary Chart

2020-2021 (After Increases)			
Range of Salaries			
Level	From	To	
New Hire	\$ 45,000.00	\$ 45,000.00	
A	\$ 45,824.00	\$ 47,824.00	
B	\$ 47,825.00	\$ 49,824.00	
C	\$ 49,825.00	\$ 51,824.00	
D	\$ 51,825.00	\$ 53,824.00	Avg. w/ 5 Years = \$52,133
E	\$ 53,825.00	\$ 55,824.00	
F	\$ 55,825.00	\$ 57,824.00	
G	\$ 57,825.00	\$ 59,824.00	Avg. w/ 10 Years = \$59,216
H	\$ 59,825.00	\$ 61,824.00	
I	\$ 61,825.00	\$ 63,824.00	
J	\$ 63,825.00	\$ 65,824.00	Avg. w/ 15 Years = \$65,078
K	\$ 65,825.00	\$ 67,824.00	
L	\$ 67,825.00	\$ 69,824.00	
M	\$ 69,825.00	\$ 71,824.00	
N	\$ 71,825.00	\$ 73,824.00	
O	\$ 73,825.00	\$ 75,824.00	
P	\$ 75,825.00	\$ 77,824.00	Avg. w/ 20 Years = \$77,347
Q	\$ 77,825.00	\$ 79,824.00	

R		\$ 79,825.00	\$ 81,824.00	
S		\$ 81,825.00	\$ 83,824.00	
T		\$ 83,825.00	\$ 85,824.00	
U		\$ 85,825.00	\$ 87,824.00	
V		\$ 87,825.00	\$ 89,824.00	Avg. w/ 25 Years = \$88,352
W		\$ 89,825.00	\$ 91,824.00	
X		\$ 91,825.00	\$ 93,824.00	



**APPENDIX B (By Index)**  
**EXTRA CURRICULAR COMPENSATION SCHEDULE**  
 Effective for the 2019-2021 ECA

Note: All ECA positions must have a position description on file before payment can be authorized.  
 Changes listed in Appendix B Extra Curricular Compensation Schedule apply to Extra Curricular Activities whose official season or event schedule begins on or after January 1, 2020. All others are as negotiated in the previous Agreement.

		Base =	Including 403B
<b>ACTIVITY</b>	<b>INDEX</b>	\$9,101	\$9,334
<b>High School</b>			
Head Boys Basketball	1.00	\$9,101	\$9,334
Head Football	1.00	\$9,101	\$9,334
Head Girls Basketball	1.00	\$9,101	\$9,334
Head Swimming	0.82	\$7,463	\$7,654
Head Wrestling	0.82	\$7,463	\$7,654
Head Volleyball	0.82	\$7,463	\$7,654
Head Softball	0.71	\$6,462	\$6,628
Head Baseball	0.71	\$6,462	\$6,628
Assistant Football Coordinator (1 of 2 )	0.65	\$5,916	\$6,068
Assistant Football Coordinator (2 of 2 )	0.65	\$5,916	\$6,068
Head Boys Track	0.61	\$5,552	\$5,694
Head Girls Track	0.61	\$5,552	\$5,694
Head Boys Soccer	0.61	\$5,552	\$5,694
Head Girls Soccer	0.61	\$5,552	\$5,694
Marching Band Head Director	0.61	\$5,552	\$5,694
Show Choir Director	0.61	\$5,552	\$5,694
Show Choir Director	0.61	\$5,552	\$5,694
Assistant Girls Basketball (1 of 2)	0.60	\$5,461	\$5,601

Assistant Football (1 of 6)	0.60	\$5,461	\$5,601
Head Cheerleading pays 1-4	0.60	\$5,461	\$5,601
Assistant Boys Basketball (1 of 2)	0.60	\$5,461	\$5,601
Assistant Football (2 of 6)	0.60	\$5,461	\$5,601
Assistant Boys Basketball (2 of 2)	0.60	\$5,461	\$5,601
Assistant Football ( 3 of 6)	0.60	\$5,461	\$5,601
Assistant Football (4 of 6)	0.60	\$5,461	\$5,601
Assistant Girls Basketball (2 of 2)	0.60	\$5,461	\$5,601
Assistant Football (5 of 6)	0.60	\$5,461	\$5,601
Assistant Football (6 of 6)	0.60	\$5,461	\$5,601
Head Girls Golf	0.56	\$5,097	\$5,228
Head Boys Golf	0.56	\$5,097	\$5,228
Head Girls Tennis	0.56	\$5,097	\$5,228
Head Boys Tennis	0.56	\$5,097	\$5,228
Head Girls Cross Country	0.56	\$5,097	\$5,228
Head Boys Cross Country	0.56	\$5,097	\$5,228
Head Girls Lacrosse	0.56	\$5,097	\$5,228
Head Boys Lacrosse	0.56	\$5,097	\$5,228
Assistant Baseball (1 of 2)	0.49	\$4,459	\$4,573
Assistant Softball (1 of 2)	0.49	\$4,459	\$4,573
Assistant Baseball (2 of 2)	0.49	\$4,459	\$4,573
Assistant Softball(2 of 2)	0.49	\$4,459	\$4,573
Assistant Volleyball (1 of 2)	0.46	\$4,186	\$4,293
Assistant Volleyball (2 of 2)	0.46	\$4,186	\$4,293
Assistant Wrestling (1 of 4)	0.46	\$4,186	\$4,293

Assistant Wrestling (2 of 4)	0.46	\$4,186	\$4,293
Assistant Wrestling (3 of 4)	0.46	\$4,186	\$4,293
Assistant Wrestling (4 of 4)	0.46	\$4,186	\$4,293
Assistant Football (1 of 2)	0.45	\$4,095	\$4,200
Assistant Football (2 of 2)	0.45	\$4,095	\$4,200
Assistant Girls Basketball (1 of 2)	0.45	\$4,095	\$4,200
Assistant Girls Basketball (2 of 2)	0.45	\$4,095	\$4,200
Assistant Boys Basketball	0.45	\$4,095	\$4,200
Assistant Boys Basketball (2 of 2)	0.45	\$4,095	\$4,200
Choral Director (1 of 2)	0.40	\$3,640	\$3,733
Choral Director (2 of 2)	0.40	\$3,640	\$3,733
Assistant Marching Band (1 of 3)	0.40	\$3,640	\$3,733
Assistant Marching Band (2 of 3)	0.40	\$3,640	\$3,733
Assistant Marching Band (3 of 3)	0.40	\$3,640	\$3,733
Assistant Swimming (1 of 3)	0.40	\$3,640	\$3,733
Assistant Swimming (2 of 3)	0.40	\$3,640	\$3,733
Assistant Swimming (3 of 3)	0.40	\$3,640	\$3,733
Assistant Swimming (Diving)	0.40	\$3,640	\$3,733
Band Director	0.40	\$3,640	\$3,733
Fall Musical Lead	0.38	\$3,458	\$3,547
Department Chair 20.1 or more FTE	0.38	\$3,458	\$3,547
Winter Guard Director Pays 2 & 4	0.38	\$3,458	\$3,547
Indoor Percussion Director	0.38	\$3,458	\$3,547
Weight Room Coordinator Summer	0.36	\$3,276	\$3,360
Assistant Boys Track (1 of 3)	0.36	\$3,276	\$3,360
Assistant Girls Track (1 of 3)	0.36	\$3,276	\$3,360

Assistant Boys Track (2 of 3)	0.36	\$3,276	\$3,360
Assistant Girls Track (2 of 3)	0.36	\$3,276	\$3,360
Assistant Boys Track (3 of 3)	0.36	\$3,276	\$3,360
Assistant Girls Track (3 of 3)	0.36	\$3,276	\$3,360
Yearbook	0.35	\$3,185	\$3,267
Assistant Football (1 of 2)	0.35	\$3,185	\$3,267
Assistant Football (2 of 2)	0.35	\$3,185	\$3,267
Assistant Softball (1 of 3)	0.35	\$3,185	\$3,267
Assistant Softball (2 of 3)	0.35	\$3,185	\$3,267
Assistant Softball (3 of 3)	0.35	\$3,185	\$3,267
Assistant Baseball (1 of 3)	0.35	\$3,185	\$3,267
Assistant Baseball (2 of 3)	0.35	\$3,185	\$3,267
Assistant Baseball (3 of 3)	0.35	\$3,185	\$3,267
Assistant Volleyball	0.34	\$3,094	\$3,173
Assistant Volleyball	0.34	\$3,094	\$3,173
ECA Event Manager	0.34	\$3,094	\$3,173
Department Chair 16.1 - 20.0 FTE	0.34	\$3,094	\$3,173
Assistant Girls Soccer (1 of 3)	0.33	\$3,003	\$3,080
Assistant Girls Soccer (2 of 3)	0.33	\$3,003	\$3,080
Assistant Girls Soccer (3 of 3)	0.33	\$3,003	\$3,080
Assistant Boys Soccer (1 of 3)	0.33	\$3,003	\$3,080
Assistant Boys Soccer (2 of 3)	0.33	\$3,003	\$3,080
Assistant Boys Soccer (3 of 3)	0.33	\$3,003	\$3,080
Assistant Boys Cross Country (1 of 2)	0.33	\$3,003	\$3,080
Assistant Boys Cross Country (2 of 2)	0.33	\$3,003	\$3,080

Assistant Girls Cross Country (1 of 2)	0.33	\$3,003	\$3,080
Assistant Girls Cross Country (2 of 2)	0.33	\$3,003	\$3,080
Assistant Boys Lacrosse (1 of 3)	0.33	\$3,003	\$3,080
Assistant Boys Lacrosse (2 of 3)	0.33	\$3,003	\$3,080
Assistant Boys Lacrosse (3 of 3)	0.33	\$3,003	\$3,080
Assistant Girls Lacrosse (1 of 3)	0.33	\$3,003	\$3,080
Assistant Girls Lacrosse (2 of 3)	0.33	\$3,003	\$3,080
Assistant Girls Lacrosse (3 of 3)	0.33	\$3,003	\$3,080
Department Chair 12.1 - 16.0 FTE	0.30	\$2,730	\$2,800
Orchestra Director	0.30	\$2,730	\$2,800
Spring Play Director	0.30	\$2,730	\$2,800
Unified Track & Field Head Coach	0.28	\$2,548	\$2,613
Unified Football Head Coach	0.28	\$2,548	\$2,613
Assistant Girls Tennis (1 of 2)	0.27	\$2,457	\$2,520
Assistant Girls Tennis (2 of 2)	0.27	\$2,457	\$2,520
Assistant Boys Tennis (1 of 2)	0.27	\$2,457	\$2,520
Assistant Boys Tennis (2 of 2)	0.27	\$2,457	\$2,520
Assistant Girls Golf	0.27	\$2,457	\$2,520
Assistant Boys Golf	0.27	\$2,457	\$2,520
Assistant Cheerleader Coach (1 of 2) pays 1-4	0.26	\$2,366	\$2,427
Department Chair 8.1 - 12.0 FTE	0.26	\$2,366	\$2,427
Assistant Cheerleader Coach (2 of 2) Pays 1-4	0.26	\$2,366	\$2,427
Newspaper	0.25	\$2,275	\$2,333
Assistant Girls Soccer	0.25	\$2,275	\$2,333
Assistant Boys Soccer	0.25	\$2,275	\$2,333
Department Chair 4.1 - 8.0 FTE	0.22	\$2,002	\$2,053

Spirit Dance Team Coach	0.22	\$2,002	\$2,053
Fall Event Assistant	0.22	\$2,002	\$2,053
Junior Sponsor (1 of 2)	0.20	\$1,820	\$1,867
School Play Pay #5	0.20	\$1,820	\$1,867
Junior Sponsor (2 of 2)	0.20	\$1,820	\$1,867
Assistant Boys Basketball	0.20	\$1,820	\$1,867
Assistant Girls Basketball	0.20	\$1,820	\$1,867
Musical Pay #2	0.20	\$1,820	\$1,867
Fall Musical Pit Lead	0.20	\$1,820	\$1,867
Fall Musical Vocal Lead	0.20	\$1,820	\$1,867
Fall Musical Staging Lead	0.20	\$1,820	\$1,867
Intramural	0.18	\$1,638	\$1,680
Department Chair < 4 FTE	0.18	\$1,638	\$1,680
Weight Room Coordinator Spring	0.18	\$1,638	\$1,680
Weight Room Coordinator Winter	0.18	\$1,638	\$1,680
Weight Room Coordinator Fall	0.18	\$1,638	\$1,680
Spring Event Assistant	0.17	\$1,547	\$1,587
Senior Sponsor (2 of 2)	0.15	\$1,365	\$1,400
Assistant Girls Golf	0.15	\$1,365	\$1,400
Assistant Boys Golf	0.15	\$1,365	\$1,400
Senior Sponsor (1 of 2) Pays 3 & 6	0.15	\$1,365	\$1,400
Winter Event Assistant	0.13	\$1,183	\$1,213
Spirit Dance Team Assistant	0.12	\$1,092	\$1,120
Unified Track & Field Assistant Coach (1 of 2)	0.12	\$1,092	\$1,120
Unified Track & Field Assistant Coach (2 of 2)	0.12	\$1,092	\$1,120
Unified Football Assistant Coach	0.12	\$1,092	\$1,120

Pep Band Assistant	0.10	\$910	\$933
Assistant Track	0.09	\$819	\$840
Student Activity Level 5 (1 of 3)	0.40	\$3,640	\$3,733
Student Activity Level 5 (2 of 3)	0.40	\$3,640	\$3,733
Student Activity Level 5 (3 of 3)	0.40	\$3,640	\$3,733
Student Activity Level 4 (1 of 6)	0.32	\$2,912	\$2,987
Student Activity Level 4 (2 of 6)	0.32	\$2,912	\$2,987
Student Activity Level 4 (3 of 6)	0.32	\$2,912	\$2,987
Student Activity Level 4 (4 of 6)	0.32	\$2,912	\$2,987
Student Activity Level 4 (5 of 6)	0.32	\$2,912	\$2,987
Student Activity Level 4 (6 of 6)	0.32	\$2,912	\$2,987
Student Activity Level 3 (1 of 6)	0.24	\$2,184	\$2,240
Student Activity Level 3 (2 of 6)	0.24	\$2,184	\$2,240
Student Activity Level 3 (3 of 6)	0.24	\$2,184	\$2,240
Student Activity Level 3 (4 of 6)	0.24	\$2,184	\$2,240
Student Activity Level 3 (5 of 6)	0.24	\$2,184	\$2,240
Student Activity Level 3 (6 of 6)	0.24	\$2,184	\$2,240
Student Activity Level 2 (1 of 8)	0.16	\$1,456	\$1,493
Student Activity Level 2 (2 of 8)	0.16	\$1,456	\$1,493
Student Activity Level 2 (3 of 8)	0.16	\$1,456	\$1,493
Student Activity Level 2 (4 of 8)	0.16	\$1,456	\$1,493
Student Activity Level 2 (5 of 8)	0.16	\$1,456	\$1,493
Student Activity Level 2 (6 of 8)	0.16	\$1,456	\$1,493
Student Activity Level 2 (7 of 8)	0.16	\$1,456	\$1,493
Student Activity Level 2 (8 of 8)	0.16	\$1,456	\$1,493
Student Activity Level 1 (1 of 20)	0.08	\$728	\$747

Student Activity Level 1 (2 of 20)	0.08	\$728	\$747
Student Activity Level 1 (3 of 20)	0.08	\$728	\$747
Student Activity Level 1 (4 of 20)	0.08	\$728	\$747
Student Activity Level 1 (5 of 20)	0.08	\$728	\$747
Student Activity Level 1 (6 of 20)	0.08	\$728	\$747
Student Activity Level 1 (7 of 20)	0.08	\$728	\$747
Student Activity Level 1 (8 of 20)	0.08	\$728	\$747
Student Activity Level 1 (9 of 20)	0.08	\$728	\$747
Student Activity Level 1 (10 of 20)	0.08	\$728	\$747
Student Activity Level 1 (11 of 20)	0.08	\$728	\$747
Student Activity Level 1 (12 of 20)	0.08	\$728	\$747
Student Activity Level 1 (13 of 20)	0.08	\$728	\$747
Student Activity Level 1 (14 of 20)	0.08	\$728	\$747
Student Activity Level 1 (15 of 20)	0.08	\$728	\$747
Student Activity Level 1 (16 of 20)	0.08	\$728	\$747
Student Activity Level 1 (17 of 20)	0.08	\$728	\$747
Student Activity Level 1 (18 of 20)	0.08	\$728	\$747
Student Activity Level 1 (19 of 20)	0.08	\$728	\$747
Student Activity Level 1 (20 of 20)	0.08	\$728	\$747
Sophomore Sponsor	0.05	\$455	\$467
Freshman Sponsor	0.05	\$455	\$467
Teacher Mentor	0.02	\$182	\$187
Overnight Field Trip	0.02	\$182	\$187
Program Development Workshops (per day)	0.02	\$182	\$187
Staff Development Day (summer/weekend)	0.01	\$91	\$93
Tutor Hourly Rate	0.0034	\$31	\$32



<b>Middle School</b>			
Multiple Intramural Programs	0.60	\$5,461	\$5,601
Head Girls Basketball 8th	0.45	\$4,095	\$4,200
Head Girls Basketball 7th	0.45	\$4,095	\$4,200
Head Boys Basketball 8th	0.45	\$4,095	\$4,200
Head Boys Basketball 7th	0.45	\$4,095	\$4,200
Head Football 8th	0.45	\$4,095	\$4,200
Head Football 7th	0.45	\$4,095	\$4,200
Head Wrestling	0.37	\$3,367	\$3,453
Head Volleyball 8th	0.37	\$3,367	\$3,453
Head Volleyball 7th	0.37	\$3,367	\$3,453
Head Cheerleader Coach (Pays 1-4)	0.36	\$3,276	\$3,360
Assistant Football (4 of 4)	0.35	\$3,185	\$3,267
Assistant Football (3 of 4)	0.35	\$3,185	\$3,267
Head Softball 8th	0.35	\$3,185	\$3,267
Head Softball 7th	0.35	\$3,185	\$3,267
Head Baseball 8th	0.35	\$3,185	\$3,267
Head Baseball 7th	0.35	\$3,185	\$3,267
Assistant Football (2 of 4)	0.35	\$3,185	\$3,267
Assistant Football (1 of 4)	0.35	\$3,185	\$3,267
Assistant Girls Basketball 8th	0.34	\$3,094	\$3,173
Assistant Girls Basketball 7th	0.34	\$3,094	\$3,173
Assistant Boys Basketball 8th	0.34	\$3,094	\$3,173
Assistant Boys Basketball 7th	0.34	\$3,094	\$3,173

Head Girls Track	0.34	\$3,094	\$3,173
Head Boys Track	0.34	\$3,094	\$3,173
Head Girls Cross Country	0.34	\$3,094	\$3,173
Head Boys Cross Country	0.34	\$3,094	\$3,173
Head Boys Golf	0.34	\$3,094	\$3,173
Head Girls Golf	0.34	\$3,094	\$3,173
Head Girls Tennis	0.34	\$3,094	\$3,173
Head Boys Tennis	0.34	\$3,094	\$3,173
Yearbook (1 of 2)	0.30	\$2,730	\$2,800
Yearbook (2 of 2)	0.30	\$2,730	\$2,800
Audeteria Manager Pays 1-6	0.30	\$2,730	\$2,800
Student Council (Fall)	0.29	\$2,639	\$2,707
Department Chair 20.1 or more FTE	0.28	\$2,548	\$2,613
Department Chair 16.1 - 20.0 FTE	0.26	\$2,366	\$2,427
Assistant Baseball	0.26	\$2,366	\$2,427
Assistant Softball	0.26	\$2,366	\$2,427
Assistant Wrestling/MS (1 of 2)	0.24	\$2,184	\$2,240
Assistant Wrestling/MS (2 of 2)	0.24	\$2,184	\$2,240
Department Chair 12.1 - 16.0 FTE	0.24	\$2,184	\$2,240
Dept. Chair 8.1 - 12.0 FTE	0.22	\$2,002	\$2,053
Assistant Cheerleader Coach/MS (1 of 2) pays 1-4	0.22	\$2,002	\$2,053
Assistant Cheerleader Coach/MS (2 of 2) - pays 1-4	0.22	\$2,002	\$2,053
Choir Programs (1 of 2)	0.22	\$2,002	\$2,053
Choir Programs (2 of 2)	0.22	\$2,002	\$2,053
Orchestra Programs	0.22	\$2,002	\$2,053
Band Programs (1 of 2)	0.22	\$2,002	\$2,053

Band Programs (2 of 2)	0.22	\$2,002	\$2,053
Department Chair 4.1 - 8.0 FTE	0.20	\$1,820	\$1,867
Assistant Girls Track (2 of 2)	0.20	\$1,820	\$1,867
Assistant Volleyball 8th	0.20	\$1,820	\$1,867
Assistant Cross Country (2of 2)	0.20	\$1,820	\$1,867
Assistant Cross Country (1 of 2)	0.20	\$1,820	\$1,867
Assistant Girls Track ( 1 of 2)	0.20	\$1,820	\$1,867
Assistant Volleyball 7th	0.20	\$1,820	\$1,867
Assistant Boys Track (2 of 2)	0.20	\$1,820	\$1,867
Assistant Boys Track (1 of 2)	0.20	\$1,820	\$1,867
Computer Coordinator/Webmaster pays 1, 3 and 6	0.20	\$1,820	\$1,867
Assistant 8th Softball Coach	0.20	\$1,820	\$1,867
Assistant 7th Softball Coach	0.20	\$1,820	\$1,867
Assistant 8th Baseball Coach	0.20	\$1,820	\$1,867
Assistant 7th Baseball Coach	0.20	\$1,820	\$1,867
Assistant Boys Tennis Coach	0.20	\$1,820	\$1,867
Assistant Girls Tennis Coach	0.20	\$1,820	\$1,867
Department Chair 4.0 or less FTE	0.18	\$1,638	\$1,680
Fall Events Assistant	0.17	\$1,547	\$1,587
Winter Events Assistant	0.17	\$1,547	\$1,587
Spring Events Assistant	0.17	\$1,547	\$1,587
JV Boys Golf	0.15	\$1,365	\$1,400
JV Girls Golf	0.15	\$1,365	\$1,400
Assistant Cross Country Coach	0.10	\$910	\$933
Academic Coach (1 of 12)	0.08	\$728	\$747

Academic Coach (2 of 12)	0.08	\$728	\$747
Academic Coach (3 of 12)	0.08	\$728	\$747
Academic Coach (4 of 12)	0.08	\$728	\$747
Academic Coach (5 of 12)	0.08	\$728	\$747
Academic Coach (6 of 12)	0.08	\$728	\$747
Academic Coach (7 of 12)	0.08	\$728	\$747
Academic Coach (8 of 12)	0.08	\$728	\$747
Academic Coach (9 of 12)	0.08	\$728	\$747
Academic Coach (10 of 12)	0.08	\$728	\$747
Academic Coach (11 of 12)	0.08	\$728	\$747
Academic Coach (12 of 12)	0.08	\$728	\$747
Club (1 of 20)	0.08	\$728	\$747
Club (2 of 20)	0.08	\$728	\$747
Club (3 of 20)	0.08	\$728	\$747
Club (4 of 20)	0.08	\$728	\$747
Club (5 of 20)	0.08	\$728	\$747
Club (6 of 18)	0.08	\$728	\$747
Club (7 of 20)	0.08	\$728	\$747
Club (8 of 20)	0.08	\$728	\$747
Club (9 of 20)	0.08	\$728	\$747
Club (10 of 20)	0.08	\$728	\$747
Club (11 of 20)	0.08	\$728	\$747
Club (12 of 20)	0.08	\$728	\$747
Club (13 of 20)	0.08	\$728	\$747
Club (14 of 20)	0.08	\$728	\$747
Club (15 of 20)	0.08	\$728	\$747

Club (16 of 20)	0.08	\$728	\$747
Club (17 of 20)	0.08	\$728	\$747
Club (18 of 20)	0.08	\$728	\$747
Club (19 of 20)			
Club (20 of 20)			
Teacher Mentor	0.02	\$182	\$187
Overnight Field Trip	0.02	\$182	\$187
Program Devel. Workshops (per day)	0.02	\$182	\$187
Staff Development Day (summer/weekend)	0.01	\$91	\$93
Tutor Hourly Rate	0.0034	\$31	\$32
<b>Intramurals:</b>	Total	\$5,461	
Intramural Program		\$500.00	\$513
Intramural Program		\$500.00	\$513
Intramural Program		\$300.00	\$308
Intramural Program		\$300.00	\$308
Intramural Program		\$300.00	\$308
Intramural Program		\$300.00	\$308
Intramural Program		\$300.00	\$308
Intramural Program		\$300.00	\$308
Intramural Program		\$300.00	\$308
Intramural Program		\$300.00	\$308
Intramural Program		\$410.00	\$421
Intramural Program		\$721.00	\$739
Intramural Program		\$100.00	\$103
Intramural Program		\$100.00	\$103
Intramural Program		\$200.00	\$205

<b>Elementary</b>			
Computer Coordinator/Webmaster (Pays 1,3,6)	0.20	\$1,820	\$1,867
Yearbook Sponsor - pays 2, 4	0.10	\$910	\$933
Book Adoption Coordinator	0.09	\$819	\$840
Generic Club or Academic Comp. (1 of 5)	0.08	\$728	\$747
Generic Club or Academic Comp. (2 of 5)	0.08	\$728	\$747
Generic Club or Academic Comp. (3 of 5)	0.08	\$728	\$747
Generic Club or Academic Comp. (4 of 5)	0.08	\$728	\$747
Generic Club or Academic Comp. (5 of 5)	0.08	\$728	\$747
Student Council - pays 2-4	0.08	\$728	\$747
Academic Program - spelling bee	0.04	\$364	\$373
Teacher Mentor	0.02	\$182	\$187
Overnight Field Trip	0.02	\$182	\$187
Program Devel. Workshops (per day)	0.02	\$182	\$187
Related Arts Evening Program (1 of 5)	0.02	\$182	\$187
Related Arts Evening Program (2 of 5)	0.02	\$182	\$187
Related Arts Evening Program (3 of 5)	0.02	\$182	\$187
Related Arts Evening Program (4 of 5)	0.02	\$182	\$187
Evening Program (5 of 5)	0.02	\$182	\$187
Staff Development Day (summer/weekend)	0.01	\$91	\$93
Tutor Hourly Rate	0.0034	\$31	\$32